

PROCEEDINGS OF THE BROWN COUNTY BOARD OF SUPERVISORS
MAY 20, 2015

Pursuant to Section 19.84 and 59.14, Wis. Stats., notice is hereby given to the public that the REGULAR meeting of the **BROWN COUNTY BOARD OF SUPERVISORS** was held on **Wednesday, May 20, 2015, at 7:00 p.m.**, in the Legislative Room 203, 100 North Jefferson Street, Green Bay, Wisconsin.

The following matters will be considered:

Call to order at 7:00 p.m.

Invocation.

Pledge of Allegiance to the Flag.

Opening Roll Call:

Present: Sieber, Nicholson, Hoyer, Gruszynski, Haefs, Erickson, Zima, Evans, Kaye, Buckley, Landwehr, Dantine, La Violette, Katers, Kaster, Van Dyck, Jamir, Robinson, Clancy, Campbell, Moynihan, Blom, Schadewald, Lund, Fewell

Supervisor De Wane arrived at 7:06 p.m.

Total Present: 26 Total Excused: 0

No. 1 -- ADOPTION OF AGENDA

Chairman Moynihan amended the agenda by moving Items #10h, #9j, and #10f after Item #2 Comments from the Public and deleting Items #11a-11g (Closed Session).

A motion was made by Supervisor La Violette and seconded by Supervisor Kaster **“to approve the agenda as amended”**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 2 -- COMMENTS FROM THE PUBLIC:

- a) Must be limited to items not on the agenda.
- b) State name and address for the record.
- c) Comments will be limited to five minutes.
- d) The Board's role is to listen and not discuss comments nor take action of those comments at this meeting.

1. Lyle Wilquet, 1942 Zeise Avenue, Green Bay, discussed his displeasure with the County Board and the Education and Recreation Committee for their decision not to further address pornographic DVD's available from the Library. Mr. Wilquet thanked Supervisors Nicholson, De Wane, Zima, and Evans for their assistance with this issue.

ITEMS #10H, #9J, AND #10F WERE TAKEN OUT OF ORDER AT THIS TIME.

No. 10h -- **RESOLUTION RE: RESOLUTION AUTHORIZING THE ISSUANCE AND SALE OF \$7,565,000 GENERAL OBLIGATION CORPORATE PURPOSE BONDS, SERIES 2015A**

TO THE HONORABLE CHAIRMAN AND MEMBERS OF THE
BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

BROWN COUNTY, WISCONSIN

**RESOLUTION AUTHORIZING THE ISSUANCE AND SALE OF
\$7,565,000 GENERAL OBLIGATION
CORPORATE PURPOSE BONDS, SERIES 2015A**

WHEREAS, Brown County, Wisconsin (the "County"), is in need of funds aggregating \$7,565,000 for the public purpose of paying the costs of (i) highway improvements and bridge repairs, including but not limited to CTH EB (CTH EB & Preservation Way); CTH R (CTH KB to US 141/29); CTH EB (CTH G to CTH AAA); CTH P (2,000' South CTH N to STH 54); CTH J (CTH U to CTH F); CTH EA (Willow Rd. to STH 29); CTH ZZ (Clay Street to Tetzlaff Rd.); CTH ZZ (Bridge over East River); CTH M (Bridge over Suamico River); and CTH U (Roundabout at CTH U & CTH DD), (ii) communications upgrades consisting of integrated computer aided dispatch and 9-1-1 phone system and (iii) professional fees and expenses (collectively, the "Public Purpose"); and

WHEREAS, the Director of Administration of the County and the County's financial advisor, Public Financial Management, Inc., have caused fair and appropriate notice to be given of the sale of \$7,565,000 Brown County, Wisconsin, General Obligation Corporate Purpose Bonds, Series 2015A (the "Series 2015A Bonds"), which action is hereby in all respects ratified and confirmed; and

WHEREAS, pursuant to Chapter 67 of the Wisconsin Statutes, as amended, the County is authorized to issue general obligation bonds of the County for the Public Purpose; and

WHEREAS, the County has prepared and distributed a Preliminary Official Statement dated May 12, 2015 (the "Preliminary Official Statement") describing the Series 2015A Bonds and the security therefor; and

WHEREAS, in accordance with the Official Notice of Sale for the Series 2015A Bonds (the "Official Notice of Sale"), a copy of which is attached hereto as Exhibit A, written bids for the sale of the Series 2015A Bonds were received and delivered to the County Board of Supervisors (the "Governing Body") at its meeting on May 20, 2015; and

WHEREAS, sealed bid proposals were received as summarized in Exhibit B attached hereto; and

WHEREAS, the Governing Body has considered all of the bids received and hereby finds and determines that Piper Jaffray & Co. hereinafter referred to as the "Purchaser"), bidding the price of \$7,705,024.30 (\$7,565,000.00 principal amount of the Series 2015A Bonds, plus

premium of \$174,956.30, less underwriter's discount of \$34,932.00) for the entire issue of Series 2015A Bonds (the "Purchase Price"), to bear interest at the rates shown herein for Series 2015A Bonds maturing on November 1 in the respective years stated herein, was the most advantageous bid in accordance with the Official Notice of Sale, which bid is attached hereto as Exhibit C and incorporated herein by reference; and

WHEREAS, the Governing Body hereby finds that the Purchaser is responsible and that its bid complies with all terms of the Official Notice of Sale; and

WHEREAS, it is now expedient and necessary for the County to issue and sell its General Obligation Corporate Purpose Bonds in the amount of \$7,565,000 for the Public Purpose.

NOW, THEREFORE, BE IT RESOLVED by the Governing Body of the County as follows:

Section 1. Definitions. The following terms shall have the following meanings in this Resolution unless the text expressly or by implication requires otherwise:

"Act" shall mean Chapter 67 of the Wisconsin Statutes, as amended;

"Bond Registrar" shall mean the Fiscal Agent;

"Code" shall mean the Internal Revenue Code of 1986, as amended;

"County" shall mean Brown County, Wisconsin;

"Dated Date" shall mean June 9, 2015;

"Debt Service Fund Account" shall mean the Debt Service Fund Account of the County, which shall be the "special redemption fund" as such term is defined in the Act;

"Fiscal Agency Agreement" shall mean the agreement between the County and the Fiscal Agent, a copy of which is attached hereto as Exhibit E;

"Fiscal Agent" shall mean Associated Trust Company, National Association, Green Bay Wisconsin;

"Governing Body" shall mean the Board of Supervisors of the County, or such other body as may hereafter be the chief legislative body of the County;

"Public Purpose" shall mean the public purpose described in the preamble to this Resolution;

"Purchase Price" shall mean \$7,705,024.30 (\$7,565,000.00 principal amount of the Series 2015A Bonds, plus premium of \$174,956.30, less underwriter's discount of \$34,932.00);

"Purchaser" shall mean Piper Jaffray & Co.;

"Record Date" shall mean the close of business on the 15th day of the calendar month next preceding any principal or interest payment date;

“Securities Depository” shall mean The Depository Trust Company, New York, New York, or its nominee; and

“Series 2015A Bonds” shall mean the County’s \$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A.

Section 2. Authorization of the Series 2015A Bonds. For the purpose of financing the Public Purpose, there shall be borrowed on the full faith and credit of the County the sum of \$7,565,000; and fully registered General Obligation Corporate Purpose Bonds of the County are authorized to be issued in evidence thereof.

Section 3. Sale of the Series 2015A Bonds. To evidence such indebtedness, the Chairperson (or in his absence the Vice Chairperson) and County Clerk of the County are hereby authorized, empowered and directed to make, execute, issue and sell to the Purchaser for, on behalf of and in the name of the County, General Obligation Corporate Purpose Bonds in the aggregate principal amount of \$7,565,000 for the Purchase Price.

Section 4. Terms of the Series 2015A Bonds. The Series 2015A Bonds shall be designated “General Obligation Corporate Purpose Bonds, Series 2015A”; shall be dated the Dated Date; shall be numbered R-1 and upward; shall bear interest as shown on the Maturity Schedule below; shall be issued in denominations of \$5,000 or any integral multiple thereof; and shall mature on November 1 in the years and in the amounts as set forth below. Interest on the Series 2015A Bonds shall accrue from the Dated Date on a 30-day month, 360-day year basis, and shall be payable commencing on November 1, 2015 and semi-annually thereafter on May 1 and November 1 of each year.

MATURITY SCHEDULE

<u>Maturity Date (November 1)</u>	<u>Principal Amount</u>	<u>Interest Rate</u>
2016	\$470,000	2.000%
2017	480,000	2.000
2018	480,000	2.000
2019	490,000	2.000
2020	495,000	2.000
2021	505,000	2.000
2022	510,000	2.000
2023	520,000	2.500
2024	535,000	2.500
2025	270,000	2.500
2026	280,000	2.500
2027	285,000	2.500
2029 (Term Bond 1)	595,000	2.750
2030	310,000	2.750
2032 (Term Bond 2)	650,000	3.000
2034 (Term Bond 3)	690,000	3.000

MANDATORY REDEMPTION

The Term Bonds are subject to partial mandatory redemption through the operation of a sinking fund on the dates and in the amounts specified below at a price equal to 100% of the principal amount of the Bonds being redeemed, plus accrued interest to the redemption date:

<u>Term Bond 1</u>	
Mandatory Sinking Fund <u>Payment Date</u>	Mandatory Sinking Fund <u>Payment Amount</u>
November 1, 2028	\$295,000
November 1, 2029	\$300,000
(maturity)	

<u>Term Bond 2</u>	
Mandatory Sinking Fund <u>Payment Date</u>	Mandatory Sinking Fund <u>Payment Amount</u>
November 1, 2031	\$320,000
November 1, 2032	\$330,000
(maturity)	

<u>Term Bond 3</u>	
Mandatory Sinking Fund <u>Payment Date</u>	Mandatory Sinking Fund <u>Payment Amount</u>
November 1, 2033	\$340,000
November 1, 2034	\$350,000
(maturity)	

OPTIONAL REDEMPTION

The Series 2015A Bonds maturing November 1, 2025 and thereafter are subject to call and prior redemption on November 1, 2024 or any date thereafter, in whole or in part, from maturities selected by the County, and by lot within each maturity at par plus accrued interest to the date of redemption.

If the Series 2015A Bonds are in book-entry-only form, and less than all of a particular maturity of the Series 2015A Bonds is to be redeemed, selection of the beneficial owners of the Series 2015A Bonds affected thereby shall be made solely by the Securities Depository and its direct and indirect participants in accordance with their then-prevailing rules. If the Series 2015A Bonds are not in book-entry-only form, and less than all of a particular maturity of the Series 2015A Bonds is to be redeemed, selection shall be by lot.

So long as the Series 2015A Bonds are in book-entry-only form, notice of the redemption of any of the Series 2015A Bonds shall be sent to the Securities Depository, in the manner required by the Securities Depository, not less than 30 and not more than 60 days prior to the proposed redemption date. A notice of redemption may be revoked by sending notice to the Securities Depository, in the manner required by the Securities Depository, not less than 15 days prior to the proposed redemption date. If the Series 2015A Bonds are not in book-entry-only form, (i) a notice of the redemption of any of the Series 2015A Bonds shall be mailed, postage prepaid, not less than 30 and not more than 60 days before the redemption date to the registered owners of any Series 2015A Bonds to be redeemed (provided, however, that failure to give any such notice by mail or any defect therein shall not affect the validity of any proceedings for the redemption of the Series 2015A Bonds if notice thereof has been published

at least once not less than 30 and not more than 45 days prior to the date of redemption in a financial journal or newspaper published or circulated in New York, New York), and (ii) a notice of redemption may be revoked by the mailing of a notice, postage prepaid, not less than 15 days prior to the proposed redemption date to the registered owners of any Series 2015A Bonds which were to have been redeemed (provided, however, that failure to mail any such notice shall not affect the validity of such revocation if notice thereof has been published at least once not less than 15 days prior to the proposed redemption date in a financial journal or newspaper published or circulated in New York, New York).

Interest on any Series 2015A Bond so called for prior redemption shall cease to accrue on the redemption date, provided that payment thereof has been duly made or provided for.

Section 5. Form, Execution, Registration and Payment of the Series 2015A Bonds. The Series 2015A Bonds shall be issued as registered obligations in substantially the form attached hereto as Exhibit A and incorporated herein by this reference.

The Series 2015A Bonds shall be executed in the name of the County by the manual or facsimile signatures of the Chairperson (or in his absence the Vice Chairperson) and County Clerk (except that one of the foregoing signatures shall be manual), and shall be sealed with its official or corporate seal, if any.

The principal of, premium, if any, and interest on the Series 2015A Bonds shall be paid by the Fiscal Agent.

Both the principal of and interest on the Series 2015A Bonds shall be payable in lawful money of the United States of America by the Fiscal Agent. Payment of principal of the final maturity on the Series 2015A Bonds will be payable upon presentation and surrender of the Series 2015A Bonds to the Fiscal Agent. Payment of principal on the Series 2015A Bonds (except the final maturity) and each installment of interest shall be made to the registered owner of each Series 2015A Bond who shall appear on the registration books of the County, maintained by the Bond Registrar, on the Record Date and shall be paid by check or draft by the Fiscal Agent and mailed to such registered owner at the address appearing on such registration books or at such other address may be furnished in writing to such registered owner to the Bond Registrar.

Section 6. Construction Fund. The sale proceeds of the Series 2015A Bonds herein provided for (other than any premium and accrued interest paid at the time of delivery which must be paid into the Debt Service Fund Account created below) shall be segregated in a special fund upon receipt and shall be used solely for the purposes for which borrowed or for the payment of the principal of and interest on the Series 2015A Bonds.

Section 7. Tax Levy. In order to provide for the collection of a direct annual tax sufficient in amount to pay and for the express purpose of paying the interest on the Series 2015A Bonds as it falls due and also to pay and discharge the principal thereof at maturity, there is hereby levied upon all of the taxable property in the County, in addition to all other taxes, a nonrepealable, direct, annual tax in an amount sufficient for that purpose. This tax shall be from year to year carried into the tax roll of the County and collected in addition to all other taxes and in the same manner and at the same time. Said tax is to be for the following years and in the following minimum amounts:

- (a) Levy for the year 2015 in the amount of \$650,937.50, being the sum of:
- \$90,468.75 for interest due on May 1, 2016;
 - \$470,000.00 for principal due on November 1, 2016; and
 - \$90,468.75 for interest due on November 1, 2016.
- (b) Levy for the year 2016 in the amount of \$651,537.50, being the sum of:
- \$85,768.75 for interest due on May 1, 2017;
 - \$480,000.00 for principal due on November 1, 2017; and
 - \$85,768.75 for interest due on November 1, 2017.
- (c) Levy for the year 2017 in the amount of \$641,937.50, being the sum of:
- \$80,968.75 for interest due on May 1, 2018;
 - \$480,000.00 for principal due on November 1, 2018; and
 - \$80,968.75 for interest due on November 1, 2018.
- (d) Levy for the year 2018 in the amount of \$642,337.50, being the sum of:
- \$76,168.75 for interest due on May 1, 2019;
 - \$490,000.00 for principal due on November 1, 2019; and
 - \$76,168.75 for interest due on November 1, 2019.
- (e) Levy for the year 2019 in the amount of \$637,537.50, being the sum of:
- \$71,268.75 for interest due on May 1, 2020;
 - \$495,000.00 for principal due on November 1, 2020; and
 - \$71,268.75 for interest due on November 1, 2020.
- (f) Levy for the year 2020 in the amount of \$637,637.50, being the sum of:
- \$66,318.75 for interest due on May 1, 2021;
 - \$505,000.00 for principal due on November 1, 2021; and
 - \$66,318.75 for interest due on November 1, 2021.
- (g) Levy for the year 2021 in the amount of \$632,537.50, being the sum of:
- \$61,268.75 for interest due on May 1, 2022;
 - \$510,000.00 for principal due on November 1, 2022; and
 - \$61,268.75 for interest due on November 1, 2022.
- (h) Levy for the year 2022 in the amount of \$632,337.50, being the sum of:
- \$56,168.75 for interest due on May 1, 2023;
 - \$520,000.00 for principal due on November 1, 2023; and
 - \$56,168.75 for interest due on November 1, 2023.

- (i) Levy for the year 2023 in the amount of \$634,337.50, being the sum of:
- \$49,668.75 for interest due on May 1, 2024;
 - \$535,000.00 for principal due on November 1, 2024; and
 - \$49,668.75 for interest due on November 1, 2024.
- (j) Levy for the year 2024 in the amount of \$355,962.50, being the sum of:
- \$42,981.25 for interest due on May 1, 2025;
 - \$270,000.00 for principal due on November 1, 2025; and
 - \$42,981.25 for interest due on November 1, 2025.
- (k) Levy for the year 2025 in the amount of \$359,212.50, being the sum of:
- \$39,606.25 for interest due on May 1, 2026;
 - \$280,000.00 for principal due on November 1, 2026; and
 - \$39,606.25 for interest due on November 1, 2026.
- (l) Levy for the year 2026 in the amount of \$357,212.50, being the sum of:
- \$36,106.25 for interest due on May 1, 2027;
 - \$285,000.00 for principal due on November 1, 2027; and
 - \$36,106.25 for interest due on November 1, 2027.
- (m) Levy for the year 2027 in the amount of \$360,087.50, being the sum of:
- \$32,543.75 for interest due on May 1, 2028;
 - \$295,000.00 for principal due on November 1, 2028; and
 - \$32,543.75 for interest due on November 1, 2028.
- (n) Levy for the year 2028 in the amount of \$356,975.00, being the sum of:
- \$28,487.50 for interest due on May 1, 2029;
 - \$300,000.00 for principal due on November 1, 2029; and
 - \$28,487.50 for interest due on November 1, 2029.
- (o) Levy for the year 2029 in the amount of \$358,725.00, being the sum of:
- \$24,362.50 for interest due on May 1, 2030;
 - \$310,000.00 for principal due on November 1, 2030; and
 - \$24,362.50 for interest due on November 1, 2030.
- (p) Levy for the year 2030 in the amount of \$360,200.00, being the sum of:
- \$20,100.00 for interest due on May 1, 2031;
 - \$320,000.00 for principal due on November 1, 2031; and
 - \$20,100.00 for interest due on November 1, 2031.

(q) Levy for the year 2031 in the amount of \$360,600.00, being the sum of:

\$15,300.00 for interest due on May 1, 2032;
\$330,000.00 for principal due on November 1, 2032; and
\$15,300.00 for interest due on November 1, 2032.

(r) Levy for the year 2032 in the amount of \$360,700.00, being the sum of:

\$10,350.00 for interest due on May 1, 2033;
\$340,000.00 for principal due on November 1, 2033; and
\$10,350.00 for interest due on November 1, 2033.

(s) Levy for the year 2033 in the amount of \$360,500.00, being the sum of:

\$5,250.00 for interest due on May 1, 2034;
\$350,000.00 for principal due on November 1, 2034; and
\$5,250.00 for interest due on November 1, 2034.

The County shall be and continue without power to repeal such levies or obstruct the collection of said taxes until all such payments have been made or provided for. After the issuance of the Series 2015A Bonds, said taxes shall be carried into the tax rolls of the County and collected as other taxes are collected, provided that the amount of tax carried into said tax rolls with respect to the Series 2015A Bonds may be reduced by the amount of any surplus money in the Debt Service Fund Account created pursuant to Section 8 hereof.

If there shall be insufficient funds from the tax levy to pay the principal of or interest on the Series 2015A Bonds when due, the said principal or interest shall be paid from other funds of the County on hand, said amounts to be returned when said taxes have been collected.

Debt service funds on hand in the amount of \$71,369.79 are hereby appropriated to the Debt Service Fund Account for the Bonds created below. Said sum shall be irrevocably deposited in said Debt Service Fund Account and shall be used solely to pay interest on the Series 2015A Bonds on November 1, 2015.

Section 8. Debt Service Fund Account. Within the debt service fund previously established within the treasury of the County, there be and there hereby is established a separate and distinct fund account designated as the "Debt Service Fund Account for \$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A" (hereinafter referred to as the "Debt Service Fund Account"), and such fund shall be maintained until the indebtedness evidenced by the Series 2015A Bonds is fully paid or otherwise extinguished. There shall be deposited in such Debt Service Fund (i) all accrued interest received by the County at the time of delivery of and payment for the Series 2015A Bonds; (ii) the taxes herein levied for the specific purpose of meeting principal of and interest on the Series 2015A Bonds when due; (iii) such other sums as may be necessary at any time to pay principal of and interest on the Series 2015A Bonds when due; and (iv) such further deposits as may be required by Section 67.11 of the Wisconsin Statutes, including without limitation the premium for which the Series 2015A Bonds were sold above par value.

No money shall be withdrawn from the Debt Service Fund Account and appropriated for any purpose other than the payment of principal of and interest on the Series 2015A Bonds until all such principal and interest has been paid in full and cancelled; provided (i) the funds to provide for each payment of principal of and interest on the Series 2015A Bonds prior to the

scheduled receipt of taxes from the next succeeding tax collection may be invested in direct obligations of the United States of America maturing in time to make such payments when they are due or in other investments permitted by law; and (ii) any funds over and above the amount of such principal and interest payments on the Series 2015A Bonds may be used to reduce the next succeeding tax levy, or may, at the option of the County, be invested by purchasing the Series 2015A Bonds as permitted by and subject to Section 67.11(2)(a) of the Wisconsin Statutes in interest-bearing obligations of the United States of America, in other obligations of the County or in other investments permitted by law, which investments shall continue as a part of the Debt Service Fund Account.

When all of the Series 2015A Bonds have been paid in full and cancelled, and all permitted investments disposed of, any money remaining in the Debt Service Fund Account shall be deposited in the general fund of the County, unless the Governing Body directs otherwise.

Section 9. Deposits and Investments. The Debt Service Fund Account shall be kept apart from moneys in the other funds and accounts of the County and the same shall be used for no purpose other than the prompt payment of principal of and interest on the Series 2015A Bonds as the same becomes due and payable. All moneys therein shall be deposited in special and segregated accounts in a public depository selected under Chapter 34 of the Wisconsin Statutes and may be temporarily invested until needed in legal investments subject to the provisions of Sections 66.0603(1m) and 67.10(3) of the Wisconsin Statutes. All income derived from such investments shall be regarded as revenues of the County. No such investment shall be in such a manner as would cause the Series 2015A Bonds to be “arbitrage bonds” within the meaning of Section 148 of the Code or the Regulations of the Commissioner of Internal Revenue thereunder.

The Chairperson (or in his absence the Vice Chairperson) shall, on the basis of the facts, estimates and circumstances in existence on the date of closing, make such certifications as are necessary to permit the conclusion that the Series 2015A Bonds are not “arbitrage bonds” under Section 148 of the Code or the Regulations of the Commissioner of Internal Revenue thereunder.

Section 10. Sale of Series 2015A Bonds. The terms, conditions and provisions of the Series 2015A Bonds are, in all respects, authorized and approved. The Series 2015A Bonds shall be sold and delivered to the Purchaser in the manner, at the Purchase Price, and pursuant to the terms and conditions set forth in the Official Notice of Sale.

The preparation of the Preliminary Official Statement dated May 12, 2015 and the Official Statement dated May 20, 2015, are hereby approved. The Preliminary Official Statement is “deemed final” as of its date, except for omissions or subsequent modifications permitted under Rule 15c2-12 of the Securities and Exchange Commission. The Chairperson (or in his absence the Vice Chairperson) and County Clerk of the County are authorized and directed to do any and all acts necessary to conclude delivery of the Series 2015A Bonds to the Purchaser, as soon after adoption of this Resolution as is convenient.

Section 11. Book-Entry-Only Bonds. The Series 2015A Bonds shall be transferable as follows:

(a) Each maturity of Series 2015A Bonds will be issued as a single Bond in the name of the Securities Depository, or its nominee, which will act as depository for the Series 2015A Bonds. During the term of the Series 2015A Bonds, ownership and subsequent

transfers of ownership will be reflected by book entry on the records of the Securities Depository and those financial institutions for whom the Securities Depository effects book entry transfers (collectively, the "Participants"). No person for whom a Participant has an interest in Series 2015A Bonds (a "Beneficial Owner") shall receive Bond certificates representing their respective interest in the Series 2015A Bonds except in the event that the Securities Depository or the County shall determine, at its option, to terminate the book-entry system described in this section. Payment of principal of, and interest on, the Series 2015A Bonds will be made by the Fiscal Agent to the Securities Depository which will in turn remit such payment of principal and interest to its Participants which will in turn remit such principal and interest to the Beneficial Owners of the Series 2015A Bonds until and unless the Securities Depository or the County elect to terminate the book entry system, whereupon the County shall deliver Bond certificates to the Beneficial Owners of the Series 2015A Bonds or their nominees. Bond certificates issued under this section may not be transferred or exchanged except as provided in this section.

(b) Upon the reduction of the principal amount of any maturity of Series 2015A Bonds, the registered Series 2015A Bondowner may make a notation of such redemption on the panel of the Series 2015A Bond, stating the amount so redeemed, or may return the Series 2015A Bond to the County for exchange for a new Series 2015A Bond in a proper principal amount. Such notation, if made by the Series 2015A Bondowner, may be made for reference only, and may not be relied upon by any other person as being in any way determinative of the principal amount of such Series 2015A Bond outstanding, unless the Bond Registrar initialed the notation on the panel.

(c) Immediately upon delivery of the Series 2015A Bonds to the purchasers thereof on the delivery date, such purchasers shall deposit the Bond certificates representing all of the Series 2015A Bonds with the Securities Depository. The Securities Depository, or its nominee, will be the sole owner of the Series 2015A Bonds, and no investor or other party purchasing, selling or otherwise transferring ownership of any Series 2015A Bonds will receive, hold or deliver any Bond certificates as long as the Securities Depository holds the Series 2015A Bonds immobilized from circulation.

(d) The Series 2015A Bonds may not be transferred or exchanged except:

(1) To any successor of the Securities Depository (or its nominee) or any substitute depository ("Substitute Depository") designated pursuant to (ii) below, provided that any successor of the Securities Depository or any Substitute Depository must be a qualified and registered "clearing agency" as provided in Section 17A of the Securities Exchange Act of 1934, as amended;

(2) To a Substitute Depository designated by or acceptable to the County upon (a) the determination by the Securities Depository that the Series 2015A Bonds shall no longer be eligible for depository services or (b) a determination by the County that the Securities Depository is no longer able to carry out its functions, provided that any such Substitute Depository must be qualified to act as such, as provided in subsection (1) above; or

(3) To those persons to whom transfer is requested in written transfer instructions in the event that:

(i) The Securities Depository shall resign or discontinue its services for the Series 2015A Bonds and, only if the County is unable to locate a qualified

successor within two months following the resignation or determination of noneligibility, or

(ii) Upon a determination by the County that the continuation of the book entry system described herein, which precludes the issuance of certificates to any Series 2015A Bondowner other than the Securities Depository (or its nominee) is no longer in the best interest of the Beneficial Owners of the Series 2015A Bonds.

(e) The Depository Trust Company, New York, New York, is hereby appointed the Securities Depository for the Series 2015A Bonds.

Section 12. Compliance with Federal Tax Laws.

(a) The County represents and covenants that the Public Purpose financed by the Series 2015A Bonds and their ownership, management and use will not cause the Series 2015A Bonds to be "private activity bonds" within the meaning of Section 141 of the Code, and the County shall comply with the provisions of the Code to the extent necessary to maintain the tax-exempt status of the interest on the Series 2015A Bonds.

(b) The County also covenants to use its best efforts to meet the requirements and restrictions of any different or additional federal legislation which may be made applicable to the Series 2015A Bonds, provided that in meeting such requirements the County will do so only to the extent consistent with the proceedings authorizing the Series 2015A Bonds and the laws of Wisconsin, and to the extent there is a reasonable period of time in which to comply.

Section 13. Rebate Fund. If necessary, the County shall establish and maintain, so long as the Series 2015A Bonds are outstanding, a separate account to be known as the "Rebate Fund" for the purpose of complying with the rebate requirements of Section 148(f) of the Code. The Rebate Fund is for the sole purpose of paying rebate to the United States of America, if any, on amounts of Series 2015A Bond proceeds held by the County. The County hereby covenants and agrees that it shall pay from the Rebate Fund the rebate amounts as determined herein to the United States of America.

The County may engage the services of accountants, attorneys, or other consultants necessary to assist it in determining rebate amounts. Amounts held in the Rebate Fund and the investment income therefrom are not pledged as security for the Series 2015A Bonds and may only be used to pay amounts to the United States. The County shall maintain or cause to be maintained records of such determinations until six (6) years after payment in full of the Series 2015A Bonds and shall make such records available upon reasonable request therefor.

The County anticipates that it will qualify for the construction expenditure exemption from the rebate requirements of the Code. The County Clerk or other officer of the County charged with the responsibility of issuing the Bonds, shall provide an appropriate certificate of the County as of the Closing, for inclusion in the transcript of proceedings, with respect to said exemption from the rebate requirements, and said County Clerk or other officer is hereby authorized to make any election on behalf of the County in order to comply with the rebate requirements of the Code. If, for any reason, the County did not qualify for any exemption from the rebate requirements of the Code, the County covenants that it would take all necessary steps to comply with such requirements.

Section 14. Defeasance. When all Series 2015A Bonds have been discharged, all pledges, covenants and other rights granted to the owners thereof by this Resolution shall cease. The County may discharge all Series 2015A Bonds due on any date by irrevocably depositing in escrow with a suitable bank or trust company a sum of cash and/or bonds or securities issued or guaranteed as to principal and interest of the U.S. Government, or of a commission, board or other instrumentality of the U.S. Government ("Government Obligations"), or of securities wholly and irrevocably secured as to principal and interest by Government Obligations and rated in the highest rating category of a nationally recognized rating service, maturing on the dates and bearing interest at the rates required to provide funds sufficient to pay when due the interest to accrue on each of said Series 2015A Bond to its maturity or, at the County's option, if said Series 2015A Bond is prepayable to any prior date upon which it may be called for redemption, and to pay and redeem the principal amount of each such Series 2015A Bond at maturity, or at the County's option, if said Series 2015A Bond is prepayable, at its earliest redemption date, with the premium required for such redemption, if any, provided that notice of the redemption of all prepayable Series 2015A Bonds on such date has been duly given or provided for.

Section 15. Resolution a Contract. The provisions of this Resolution shall constitute a contract between the County and the owner or owners of the Series 2015A Bonds, and after issuance of any of the Series 2015A Bonds no change or alteration of any kind in the provisions of this Resolution may be made, except as provided in Section 19 hereof, until all of the Series 2015A Bonds have been paid in full as to both principal and interest. The owner or owners of any of the Series 2015A Bonds shall have the right in addition to all other rights, by mandamus or other suit or action in any court of competent jurisdiction, to enforce such owner's or owners' rights against the County, the Governing Body thereof, and any and all officers and agents thereof including, but without limitation, the right to require the County, its Governing Body and any other authorized body, to fix and collect rates and charges fully adequate to carry out all of the provisions and agreements contained in this Resolution.

Section 16. General Authorizations. The Chairperson (or in his absence the Vice Chairperson), County Clerk, Treasurer and Director of Administration or Finance Director of the County and the appropriate deputies and officials of the County in accordance with their assigned responsibilities are hereby each authorized to execute, deliver, publish, file and record such other documents, instruments, notices and records and to take such other actions as shall be necessary or desirable to accomplish the purposes of this Resolution and to comply with and perform the obligations of the County under the Series 2015A Bonds. The execution or written approval of any document by the Chairperson (or in his absence the Vice Chairperson), County Clerk, Treasurer, Director of Administration or Finance Director of the County herein authorized shall be conclusive evidence of the approval by the County of such document in accordance with the terms hereof.

In the event that said officers shall be unable by reason of death, disability, absence or vacancy of office to perform in timely fashion any of the duties specified herein (such as the execution of Series 2015A Bonds), such duties shall be performed by the officer or official succeeding to such duties in accordance with law and the rules of the County.

Any actions taken by the Chairperson, Vice Chairperson, County Clerk, Treasurer, Director of Administration or Finance Director of the County consistent with this Resolution are hereby ratified and confirmed.

Section 17. Employment of Counsel. The County hereby employs the law firm of Whyte Hirschboeck Dudek S.C., Milwaukee, Wisconsin, pursuant to Section 67.10(7) of the

Wisconsin Statutes, and directs the County Clerk of the County to certify to such law firm a copy of all proceedings preliminary to the issuance of the Series 2015A Bonds.

Section 18. Bank Qualified. The Series 2015A Bonds are designated as “qualified tax-exempt obligations” pursuant to Section 265(b)(3) of the Code.

Section 19. Amendment to Resolution. After the issuance of any of the Series 2015A Bonds, no change or alteration of any kind in the provisions of this Resolution may be made until all of the Series 2015A Bonds have been paid in full as to both principal and interest, or discharged as herein provided, except: (a) the County may, from time to time, amend this Resolution without the consent of any of the owners of the Series 2015A Bonds, but only to cure any ambiguity, administrative conflict, formal defect, or omission or procedural inconsistency of this Resolution; and (b) this Resolution may be amended, in any respect, with a written consent of the owners of not less than two-thirds (2/3) of the principal amount of the Series 2015A Bonds then outstanding; provided, however, that no amendment shall permit any change in the pledge of tax revenues of the County or the maturity of any Series 2015A Bond issued hereunder, or a reduction in the rate of interest on any Series 2015A Bond, or in the amount of the principal obligation thereof, or in the amount of the redemption premium payable in the case of redemption thereof, or change the terms upon which the Series 2015A Bonds may be redeemed or make any other modification in the terms of the payment of such principal or interest without the written consent of the owner of each such Series 2015A Bond to which the change is applicable.

Section 20. Illegal or Invalid Provisions. In case any one or more of the provisions of this Resolution or any of the Series 2015A Bonds shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provision of this Resolution or of the Series 2015A Bonds.

Section 21. Payment of the Bonds; Fiscal Agent. The principal of and interest on the Bonds shall be paid by Associated Trust Company, National Association, Green Bay, Wisconsin, which is hereby appointed as the County’s registrar and fiscal agent pursuant to the provisions of Section 67.10(2), Wisconsin Statutes (the “Fiscal Agent”). The Fiscal Agency Agreement between the County and the Fiscal Agent shall be substantially in the form attached hereto as Exhibit E and incorporated herein by this reference.

Section 22. Municipal Bond Insurance. If the purchaser of the Series 2015A Bonds obtains municipal bond insurance with respect to the Series 2015A Bonds, the Chairperson (or in his absence the Vice Chairperson) and County Clerk are authorized to agree to such additional provisions as the bond insurer may reasonably request and which are acceptable to the Chairperson (or in his absence the Vice Chairperson) and County Clerk, including provisions regarding restrictions on investment of bond proceeds, the rights of the bond insurer in the event of default and payment of the Series 2015A Bonds by the bond insurer and notices to be given and information to be provided to the bond insurer. In addition, appropriate reference to the municipal bond insurance policy shall be made in the form of Series 2015A Bond provided herein.

Section 23. Section 893.77 Notice. Notice of sale of the Bonds, in the form attached hereto as Exhibit F, shall be published in the official newspaper of the County as a class I notice under Chapter 985 of the Wisconsin Statutes.

Section 24. Conflicting Resolutions. All ordinances, resolutions, or orders, or parts thereof heretofore enacted, adopted or entered, in conflict with the provisions of this Resolution, are hereby repealed and this Resolution shall be in effect from and after its passage.

Section 25. Waiver of Right of Reconsideration. The Supervisors adopting this Resolution hereby waive their right to reconsider this Resolution as provided in Brown County Code section 2.14(17).

Adopted: May 20, 2015.

A motion was made by Supervisor Fewell and seconded by Supervisor Buckley "to adopt".
Vote taken. Roll Call #10h(1):

Ayes: Sieber, De Wane, Nicholson, Hoyer, Gruszynski, Haefs, Erickson, Zima, Evans, Kaye,
Buckley, Landwehr, Dantine, La Violette, Katers, Kaster, Van Dyck, Jamir, Robinson,
Clancy, Campbell, Moynihan, Blom, Schadewald, Lund, Fewell

Nays: None

Abstain: None

Total Ayes: 26

Motion carried unanimously with no abstentions.

Approved by: \s\ Troy Streckenbach, County Executive

Date: 05/26/2015

ATTACHMENTS TO
RESOLUTION #10H
ON THE FOLLOWING
PAGES

EXHIBIT A

OFFICIAL NOTICE OF SALE

[See Appendix D of Preliminary Official Statement]

EXHIBIT B
SUMMARY OF BIDS

[See Attached]



The PFM Group
Financial & Investment Advisors

115 South 84th Street
Suite 315
Milwaukee, WI 53214

414 771-2700
414 771-1041 fax
www.pfm.com

TABULATION OF BIDS

\$7,565,000

**General Obligation Corporate Purpose Bonds, Series 2015A
Brown County, Wisconsin**

AWARD:

Piper Jaffray

Sale Date: May 20, 2015

Dated: June 9, 2015

Due: November 1, 2016/2034

Bank Qualified: Yes

Rating: Moody's "Aaa"

Insured: No

<u>BIDDERS</u>	<u>Address</u>	<u>Year</u>	<u>Rate</u>	<u>Yield</u>	
Piper Jaffray	Minneapolis	2016	2.000%	0.500%	
		2017	2.000%	0.900%	
		2018	2.000%	1.100%	Price
		2019	2.000%	1.300%	\$7,705,024.30
		2020	2.000%	1.500%	
		2021	2.000%	1.700%	NIC
		2022	2.000%	1.800%	\$1,717,657.99
		2023	2.500%	1.900%	
		2024	2.500%	2.000%	TIC
		2025	2.500%	2.100%	2.359600%
		2026	2.500%	2.200%	
		2027	2.500%	2.300%	
		2028			
		2029	2.750%	2.500%	
	Term 2029	2030	2.750%	2.600%	
		2031			
	Term 2032	2032	3.000%	2.800%	
		2033			
	Term 2034	2034	3.000%	3.000%	



Brown County, Wisconsin
\$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A
Tabulation of Bids
May 20, 2015

<u>BIDDERS</u>	<u>Address</u>	<u>Year</u>	<u>Rate</u>	
Raymond James & Assoc., Inc.	St Petersburg, FL	2016	2.000%	
		2017	2.000%	<u>Price</u>
		2018	2.000%	\$7,628,009.45
		2019	2.000%	
		2020	2.000%	<u>NIC</u>
		2021	2.000%	\$1,721,281.81
		2022	2.000%	
		2023	2.000%	<u>TIC</u>
		2024	2.050%	2.377802%
		2025	2.150%	
		2026	2.250%	
		2027	2.500%	
		2028	2.500%	
		2029	2.500%	
		2030	2.600%	
		2031	2.950%	
		2032	3.050%	
		2033	3.100%	
		2034	3.150%	
<u>BIDDERS</u>	<u>Address</u>	<u>Year</u>	<u>Rate</u>	
Stifel, Nicolaus & Co., Inc.	Memphis, TN	2016	2.000%	
		2017	2.000%	<u>Price</u>
		2018	2.000%	\$7,716,300.00
		2019	2.000%	
		2020	2.250%	<u>NIC</u>
		2021	2.250%	\$1,735,992.26
		2022	2.250%	
		2023	2.250%	<u>TIC</u>
		2024	2.500%	2.383363%
		2025	2.500%	
		2026	2.500%	
		2027	2.625%	
		2028	2.750%	
		2029	2.750%	
		2030	3.000%	
		2031	3.000%	
		2032	3.000%	
		2033		
		2034	3.000%	
	Term 2034			



Brown County, Wisconsin
\$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A
Tabulation of Bids
May 20, 2015

<u>BIDDERS</u>	<u>Address</u>	<u>Year</u>	<u>Rate</u>	
Robert W. Baird & Co., Inc.	Milwaukee, WI	2016	2.000%	
		2017	2.000%	
		2018	2.000%	<u>Price</u>
		2019	2.000%	\$7,702,773.75
		2020	2.000%	
		2021	2.000%	<u>NIC</u>
		2022	2.000%	\$1,771,777.50
		2023	2.000%	
		2024	2.000%	<u>TIC</u>
		2025	2.500%	2.427835%
		2026	3.000%	
		2027	3.000%	
		2028	3.000%	
		2029	3.000%	
		2030	3.000%	
		2031		
		2032	3.000%	
		2033		
		2034	3.250%	
	Term 2032			
	Term 2034			

<u>BIDDERS</u>	<u>Address</u>	<u>Year</u>	<u>Rate</u>	
Janney Montgomery Scott LLC	Philadelphia, PA	2016	2.000%	
		2017	2.000%	
		2018	2.000%	<u>Price</u>
		2019	2.000%	\$7,700,665.00
		2020	2.000%	
		2021	2.000%	<u>NIC</u>
		2022	2.000%	\$1,800,483.82
		2023	2.000%	
		2024	2.250%	<u>TIC</u>
		2025	3.000%	2.468723%
		2026	3.000%	
		2027	3.000%	
		2028	3.000%	
		2029	3.000%	
		2030	3.000%	
		2031	3.000%	
		2032	3.000%	
		2033	3.250%	
		2034	3.250%	



Brown County, Wisconsin
\$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A
Tabulation of Bids
May 20, 2015

<u>BIDDERS</u>	<u>Address</u>	<u>Year</u>	<u>Rate</u>	
BOSC, Inc.	Dallas, TX	2016	2.000%	
		2017	2.000%	
		2018	2.000%	<u>Price</u>
		2019	2.000%	\$7,697,124.05
		2020	2.000%	
		2021	2.000%	<u>NIC</u>
		2022	2.000%	\$1,800,287.13
		2023	2.000%	
		2024	2.500%	<u>TIC</u>
				2.471495%
	Term 2026	2025		
		2026	3.000%	
	Term 2028	2027		
		2028	3.000%	
	Term 2030	2029		
		2030	3.000%	
	Term 2032	2031		
		2032	3.000%	
	Term 2034	2033		
		2034	3.125%	
<u>BIDDERS</u>	<u>Address</u>	<u>Year</u>	<u>Rate</u>	
FTN Financial Capital Markets	Memphis, TN	2016	1.500%	
		2017	1.500%	
		2018	1.500%	<u>Price</u>
		2019	1.500%	\$7,716,300.00
		2020	2.000%	
		2021	2.000%	<u>NIC</u>
		2022	2.000%	\$1,818,768.89
		2023	2.000%	
		2024	2.000%	<u>TIC</u>
		2025	3.000%	2.478941%
		2026	3.000%	
		2027	3.000%	
		2028	3.000%	
		2029	3.000%	
		2030	3.000%	
		2031	3.250%	
		2032	3.500%	
		2033	3.500%	
		2034	3.500%	



Brown County, Wisconsin
\$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A
Tabulation of Bids
May 20, 2015

<u>BIDDERS</u>	<u>Address</u>	<u>Year</u>	<u>Rate</u>	
Wells Fargo Bank, N.A.	Charlotte, NC	2016	2.000%	
		2017	2.000%	
		2018	2.000%	<u>Price</u>
		2019	2.000%	\$7,652,390.20
		2020	2.000%	<u>NIC</u>
		2021	2.000%	\$1,922,545.91
		2022	2.000%	
		2023	2.500%	<u>TIC</u>
		2024	2.500%	2.647487%
		2025	3.000%	
		2026		
		2027	3.000%	
		2028		
		2029	3.000%	
		2030		
Term 2027		2031		
		2032		
		2033		
		2034	3.250%	

EXHIBIT C

BID FORM

[See Attached]

BID FORM
\$7,565,000
Brown County, Wisconsin
General Obligation Corporate Purpose Bonds, Series 2015A

(Electronic bids are also accepted via Parity® – See Official Notice of Sale)

Brown County, Wisconsin
c/o Public Financial Management, Inc. (Fax: 414/771-1041)

Sale Date: May 20, 2015

For all or none of the principal amount of the County's \$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A, legally issued and as described in the Official Notice of Sale, we will pay the County the purchase price of \$7,705,024.30 plus accrued interest, if any, on the total principal amount of the Bonds to date of delivery, provided the Bonds bear the following interest rates:

<u>Year</u>	<u>Amount</u>	<u>Rate</u>	<u>Year</u>	<u>Amount</u>	<u>Rate</u>
2016	\$ 470,000	2.00%	2026	\$ 280,000	2.50%
2017	480,000	2.00%	2027	285,000	2.50%
2018	480,000	2.00%	2028	295,000	
2019	490,000	2.00%	2029	300,000	2.75%
2020	495,000	2.00%	2030	310,000	2.75%
2021	505,000	2.00%	2031	320,000	
2022	510,000	2.00%	2032	330,000	3.00%
2023	520,000	2.50%	2033	340,000	
2024	535,000	2.50%	2034	350,000	3.00%
2025	270,000	2.50%			

The Bonds mature on November 1 in each of the years as indicated above and interest is payable May 1 and November 1 of each year, commencing November 1, 2015. The Bonds maturing on November 1, 2025 and thereafter are subject to prior redemption at the option of the County on November 1, 2024, and any date thereafter.

In making this offer, we accept the terms and conditions as defined in the Official Notice of Sale published in the Preliminary Official Statement dated May 12, 2015. All blank spaces of this offer are intentional and are not to be construed as an omission.

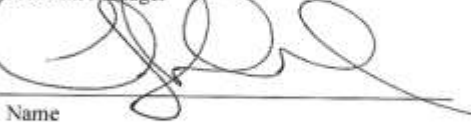
Our good faith deposit in the amount of \$75,650 will be wired in federal funds to the County within two hours after verbal award is made according to the Official Notice of Sale.

NOT PART OF THE BID
Explanatory Note: According to our computation this bid involves the following:
<u>\$ 1,717,657.99</u>
Net Interest Cost
<u>2.359600%</u>
True Interest Rate (TIC)

Respectfully submitted,

Piper Jaffray

Account Manager



Name

The foregoing offer is hereby accepted by and on behalf of Brown County, Wisconsin, this 20th day of May, 2015.

Patrick Moynihan, Jr., Chairperson

Sandra L. Juno, County Clerk

EXHIBIT D
FORM OF SERIES 2015A BOND

REGISTERED
NO. R-_____

UNITED STATES OF AMERICA
STATE OF WISCONSIN

REGISTERED
\$_____

BROWN COUNTY, WISCONSIN,
GENERAL OBLIGATION CORPORATE PURPOSE BOND, SERIES 2015A

<u>Interest Rate</u>	<u>Maturity Date</u>	<u>Dated Date</u>	<u>Principal Amount</u>	<u>CUSIP</u>
_____%	November 1, ____	June 9, 2015	\$_____	_____

FOR VALUE RECEIVED, Brown County, Wisconsin, promises to pay to Cede & Co., or registered assigns, the principal amount specified above on the maturity date specified above, together with interest thereon from the Dated Date or the most recent payment date to which interest has been paid, unless the date of registration of this Series 2015A Bond is after the 15th day of the calendar month immediately preceding an interest payment date, in which case interest will be paid from such interest payment date, at the rate per annum specified above, such interest being payable commencing on November 1, 2015 and semi-annually thereafter on May 1 and November 1 of each year.

The Series 2015A Bonds maturing November 1, 2025 and thereafter are subject to call and prior redemption on November 1, 2024 or any date thereafter, in whole or in part, from maturities selected by the County, and by lot within each maturity at par plus accrued interest to the date of redemption.

The term Bonds maturing in the years 2029, 2032 and 2034 are also subject to partial mandatory redemption by lot as provided in the Resolution authorizing the Bonds at the redemption price of par plus accrued interest to the date of redemption and without premium.

Both principal hereof and interest hereon are hereby made payable to the registered owner in lawful money of the United States of America by Associated Trust Company, National Association, Green Bay, Wisconsin, the fiscal agent appointed by the County pursuant to the provisions of Section 67.10(2), Wisconsin Statutes, to act as bond registrar and paying agent (the "Bond Registrar" and the "Fiscal Agent"). For the prompt payment of this Series 2015A Bond with interest thereon as aforesaid, and the levying and collection of taxes sufficient for that purpose, the full faith, credit and resources of the County are hereby irrevocably pledged. The principal of this Series 2015A Bond shall be payable only upon presentation and surrender of this Series 2015A Bond to the Fiscal Agent at the principal office of the Fiscal Agent. Interest hereon shall be payable by check or draft dated as of the applicable interest payment date and mailed from the office of the Bond Registrar to the person in whose name this Series 2015A Bond is registered at the close of business on the 15th day of the calendar month next preceding each interest payment date.

This Series 2015A Bond is transferable only upon the books of the County kept for that purpose by the at the office of the Bond Registrar, by the registered owner in person or his duly authorized attorney, upon surrender of this Series 2015A Bond together with a written instrument of transfer (which may be endorsed hereon) satisfactory to the Fiscal Agent duly executed by the registered owner or his duly authorized attorney. Thereupon a new Series 2015A Bond of the same aggregate principal amount, series and maturity shall be issued to the transferee in exchange therefor. The County may deem and treat the person in whose name this Series 2015A Bond is registered as the absolute owner hereof for the purpose of receiving payment of or on account of the principal or interest hereof and for all other purposes. The Series 2015A Bonds are issuable solely as negotiable, fully registered Series 2015A Bonds without coupons in authorized denominations of \$5,000 or any whole multiple thereof.

This Series 2015A Bond is one of an issue aggregating \$7,565,000 for the public purpose of paying the costs of (i) highway improvements and bridge repairs, including but not limited to CTH EB (CTH EB & Preservation Way); CTH R (CTH KB to US 141/29); CTH EB (CTH G to CTH AAA); CTH P (2,000' South CTH N to STH 54); CTH J (CTH U to CTH F); CTH EA (Willow Rd. to STH 29); CTH ZZ (Clay Street to Tetzlaff Rd.); CTH ZZ (Bridge over East River); CTH M (Bridge over Suamico River); and CTH U (Roundabout at CTH U & CTH DD), (ii) communications upgrades consisting of integrated computer aided dispatch and 9-1-1 phone system and (iii) paying professional fees and expenses.

This Series 2015A Bond is authorized by a resolution of the County Board of Supervisors of the County, duly adopted by said County Board of Supervisors at its meeting duly convened on May 20, 2015, which resolution is recorded in the official book of its minutes for said date.

It is hereby certified and recited that all conditions, things and acts required by law to exist or to be done prior to and in connection with the issuance of this Series 2015A Bond have been done, have existed and have been performed in due form and time; that the aggregate indebtedness of the County, including this Series 2015A Bond and others authorized simultaneously herewith, does not exceed any limitations imposed by law or the Constitution of the State of Wisconsin; and that the County has levied a direct, annual irrepealable tax sufficient to pay this Series 2015A Bond, together with interest thereon when and as payable.

No delay or omission on the part of the owner hereof to exercise any right hereunder shall impair such right or be considered as a waiver thereof or as a waiver of or acquiescence in any default hereunder.

IN WITNESS WHEREOF, the County Board of Supervisors of Brown County, Wisconsin, has caused this Series 2015A Bond to be signed on behalf of said County by its duly qualified and acting Chairperson and County Clerk, and its official or corporate seal to be impressed hereon, all as of the date of original issue specified above.

BROWN COUNTY, WISCONSIN

[SEAL]

By: _____
Patrick Moynihan, Jr., Chairperson
Attest: _____
Sandra L. Juno, County Clerk

[FORM OF ASSIGNMENT]

FOR VALUE RECEIVED the undersigned hereby sells, assigns and transfers unto

(Please print or typewrite name and address,
including zip code, of Assignee)

(Please print or typewrite Social Security or
other identifying number of Assignee)

the within Series 2015A Bond and all rights thereunder, hereby irrevocably constituting and
appointing

(Please print or typewrite name of Attorney)

attorney to transfer said Series 2015A Bond on the books kept for the registration thereof with
full power of substitution in the premises.

Dated: _____.

NOTICE: The signature to this assignment must
correspond with the name as it appears upon
the face of the within Series 2015A Bond in
every particular without alteration or
enlargement or any change whatever.

Signature(s) guaranteed by:

EXHIBIT E

FISCAL AGENCY AGREEMENT

\$7,565,000
Brown County, Wisconsin
General Obligation Corporate Purpose Bonds, Series 2015A

FISCAL AGENCY AGREEMENT

THIS AGREEMENT is made and entered into this 9th day of June, 2015, by and between Brown County, Wisconsin (the "County"), and Associated Trust Company, National Association, Green Bay, Wisconsin (the "Agent").

WITNESSETH:

WHEREAS, the County has authorized the borrowing of the sum of SEVEN MILLION FIVE HUNDRED SIXTY-FIVE THOUSAND DOLLARS (\$7,565,000) pursuant to Section 67.05, Wisconsin Statutes, and resolutions adopted by the County Board on April 15, 2015 and May 20, 2015 and has authorized the issuance and sale of \$7,565,000 principal amount of General Obligation Corporate Purpose Bonds to evidence such indebtedness (the "Obligations"). The Obligations shall be designated "General Obligation Corporate Purpose Bonds, Series 2015A"; shall be dated June 9, 2015; shall bear interest at the rates set forth below; and shall mature on November 1 of each year, in the years and principal amounts as follows:

MATURITY SCHEDULE

<u>Maturity Date</u> <u>(November 1)</u>	<u>Principal Amount</u>	<u>Interest Rate</u>
2016	\$470,000	2.000%
2017	480,000	2.000
2018	480,000	2.000
2019	490,000	2.000
2020	495,000	2.000
2021	505,000	2.000
2022	510,000	2.000
2023	520,000	2.500
2024	535,000	2.500
2025	270,000	2.500
2026	280,000	2.500
2027	285,000	2.500
2029 (Term Bond 1)	595,000	2.750
2030	310,000	2.750
2032 (Term Bond 2)	650,000	3.000
2034 (Term Bond 3)	690,000	3.000

MANDATORY REDEMPTION

The Term Bonds are subject to partial mandatory redemption through the operation of a sinking fund on the dates and in the amounts specified below at a price equal to 100% of the principal amount of the Bonds being redeemed, plus accrued interest to the redemption date:

<u>Term Bond 1</u>	
<u>Mandatory Sinking Fund Payment Date</u>	<u>Mandatory Sinking Fund Payment Amount</u>
November 1, 2028	\$295,000
November 1, 2029	\$300,000
(maturity)	

<u>Term Bond 2</u>	
<u>Mandatory Sinking Fund Payment Date</u>	<u>Mandatory Sinking Fund Payment Amount</u>
November 1, 2031	\$320,000
November 1, 2032	\$330,000
(maturity)	

<u>Term Bond 3</u>	
<u>Mandatory Sinking Fund Payment Date</u>	<u>Mandatory Sinking Fund Payment Amount</u>
November 1, 2033	\$340,000
November 1, 2034	\$350,000
(maturity)	

Interest shall be payable commencing on November 1, 2015 and semi-annually thereafter on May 1 and November 1 of each year until the principal of the Obligations is paid in full or discharged;

WHEREAS, the County is issuing the Obligations in registered form pursuant to Section 149 of the Internal Revenue Code of 1986, as amended, and any applicable income tax regulations; and,

WHEREAS, pursuant to the aforesaid resolution or resolutions and Section 67.10(2), Wisconsin Statutes, the County Board of the County has authorized the appointment of the Agent as Fiscal Agent of the County for the purpose of performing any or all of the following functions with respect to the Obligations: paying the principal of and interest on the Obligations; accounting for such payments; registering, authenticating, transferring, and canceling the Obligations; and maintaining a registration book in addition to other applicable responsibilities all in accordance with the provisions of Section 67.10(2), Wisconsin Statutes.

NOW, THEREFORE, the County and the Agent do hereby agree as follows:

APPOINTMENT

The Agent is hereby appointed Fiscal Agent of the County with respect to the Obligations for the purpose of performing such of the responsibilities stated in Section 67.10(2)(a), Wisconsin Statutes, as are delegated herein or as may be otherwise specifically delegated in writing to the Fiscal Agent by the County.

INVESTMENT RESPONSIBILITY

The Fiscal Agent shall not be under any obligation to invest funds held for the payment of interest or principal on the Obligations.

PAYMENTS

At least one (1) business day before each semi-annual interest payment date (commencing with the first interest payment date and continuing thereafter until the principal of and interest on the Obligations should have been fully paid or prepaid in accordance with their terms) the County agrees to and shall pay to the Fiscal Agent, in immediately available funds, a sum equal to the amount payable as principal of and the premium, if any, and interest on the Obligations on such semi-annual interest payment date. Said semi-annual interest and/or principal payment dates and amounts are set forth in Exhibit A which is attached hereto and incorporated herein by this reference.

CANCELLATION

In every case of the surrender of any Obligation for the purpose of payment, the Fiscal Agent shall cancel and destroy the same and deliver to the County a certificate regarding such cancellation, setting forth an accurate description of the Obligation, specifying its number, date, purpose, amount, rate of interest, and payment date and stating the date and amount of each payment of principal or interest thereon. The Fiscal Agent shall also cancel and destroy Obligations presented for transfer or exchange and deliver a certificate with respect to such transfer or exchange to the County. The Fiscal Agent shall be permitted to microfilm, or otherwise photocopy and record said canceled Obligations.

REGISTRATION BOOK

Fiscal Agent shall maintain in the name of the County a Registration Book containing the names and addresses of all registered owners of the Obligations. The Fiscal Agent shall keep confidential said information in accordance with applicable banking and governmental regulations.

INTEREST PAYMENT

Payment of each installment of interest shall be made to the registered owner who shall appear on the Registration Book at the close of business on the 15th day of the calendar month next preceding the interest payment date and shall be paid by check or draft of the Fiscal Agent mailed to such registered owner at his address as it appears in such Registration Book or at such other address as may be furnished in writing by such registered owner to the Fiscal Agent.

PAYMENT OF PRINCIPAL

Principal shall be paid to the registered owner of an Obligation upon surrender of the Obligation on or after its maturity or redemption date.

REDEMPTION NOTICE

In the event the County exercises its option to redeem the Obligations prior to maturity, as long as the Obligations are in book-entry-only form, the County shall direct the Fiscal Agent to give official notice of the redemption by mailing a notice by registered or certified mail, or overnight express delivery, to the Depository not less than thirty (30) days nor more than sixty (60) days prior to the redemption date. If less than all the Obligations of a maturity are to be called for redemption, the Obligations of such maturity to be redeemed will be selected by lot. Such notice will include but not be limited to the following: the designation, date and maturities of the Obligations called for redemption, CUSIP numbers, and the date of redemption. Any notice mailed as provided herein shall be conclusively presumed to have been duly given, whether or not the Depository receives the notice. The Obligations shall cease to bear interest on the specified redemption date, provided that federal or other immediately available funds sufficient for such redemption are on deposit at the office of the Depository at that time. Upon such deposit of funds for redemption the Obligations shall no longer be deemed to be outstanding.

UTILIZATION OF THE DEPOSITORY TRUST COMPANY

The Depository Trust Company's Book-Entry-Only system is to be utilized for the Obligations. The Fiscal Agent agrees to comply with the provisions of the Blanket Issuer Letter of Representation which has been executed and delivered to The Depository Trust Company by the County.

TRANSFER AND EXCHANGE OF OBLIGATIONS

The Fiscal Agent shall transfer Obligations upon presentation of a written assignment duly executed by the registered owner or by such owner's duly authorized legal representative. Upon such transfer, a new registered Obligation of authorized denomination or denominations in the same aggregate principal amount shall be issued to the transferee in exchange thereof, and the name of such transferee shall be entered as the new registered owner in the Registration Book. Upon request of the registered owner, the Fiscal Agent shall exchange Obligations of the issue for a like aggregate principal amount of Obligations of the same maturity in authorized whole integral multiples of \$5,000.

The Obligations shall be numbered 1 and upward. Upon any transfer or exchange, the Obligation or Obligations issued shall bear the next highest consecutive unused number or numbers.

STATEMENTS

The Fiscal Agent shall furnish the County with an accounting of payments received and made and funds on hand annually.

FEES

The County agrees to pay the Fiscal Agent fees in accordance with the fee schedule provided by the Fiscal Agent which is attached hereto as Exhibit B and incorporated herein by this reference until the final principal payment (or redemption date in the event the County exercises its option, if any, to redeem the Obligations). Such fees are payable on the dates principal is due or pursuant to statements provided to the County by the Fiscal Agent. In the event the County exercises its option, if any, to redeem the Obligations, the Fiscal Agent shall be reimbursed for mailing costs related therewith.

MISCELLANEOUS

1. Nonpresentment of Checks. In the event the check or draft mailed by the Fiscal Agent to the registered owner is not presented for payment within six years of its date, then the monies representing such nonpayment shall be returned to the County or to such board, officer or body as may then be entitled by law to receive the same, together with the name of the registered owner of the Obligation and the last mailing address of record. Thereafter, the Fiscal Agent shall not be responsible for the payment of such check or draft.

2. Resignations; Successor Fiscal Agent. Fiscal Agent may at any time resign by giving not less than sixty days written notice to County. Upon receiving such notice of resignation, the County shall promptly appoint a successor Fiscal Agent by an instrument in writing executed by order of its governing body. If no successor Fiscal Agent shall have been so appointed and have accepted appointment within sixty days after such notice of resignation, the resigning Fiscal Agent may petition any court of competent jurisdiction for the appointment of a successor fiscal agent. Such court may thereupon, after such notice, if any, as it may deem proper and prescribes, appoint a successor fiscal agent.

Any successor fiscal agent shall be qualified to act pursuant to Section 67.10(2), Wisconsin Statutes, as amended.

Any successor fiscal agent shall execute, acknowledge and deliver to the County and to its predecessor fiscal agent an instrument accepting such appointment hereunder, and thereupon the resignation of the predecessor fiscal agent shall become effective and such successor fiscal agent, without any further act, deed or conveyance, shall become vested with all the rights, powers, trusts, duties and obligations of its predecessor, with like effect as if originally named as fiscal agent herein; but nevertheless, on written request of County, or on the request of the successor, the fiscal agent ceasing to act shall execute and deliver an instrument transferring to such successor fiscal agent, all the rights, powers, and trusts of the fiscal agent so ceasing to act. Upon the request of any such successor fiscal agent, the County shall execute any and all instruments in writing for more fully and certainly vesting in and confirming to such successor fiscal agent all such rights, powers and duties. Any predecessor fiscal agent shall pay over to its successor fiscal agent any funds of the County.

3. Termination. This Agreement shall terminate six years after the last principal payment on the Obligations is due whether by maturity or earlier redemption or the final discharge of the County's responsibilities for payment of the Obligations, whichever is later. The parties realize that any funds hereunder as shall remain upon termination shall be turned over to the County after deduction of any unpaid fees and disbursements of Fiscal Agent. Termination of this Agreement shall not, of itself, have any effect on County's obligation to pay the outstanding Obligations in full in accordance with the terms thereof.

4. Execution. This Agreement shall be executed on behalf of the County and the Agent by their duly authorized officers. This Agreement may be executed in several counterparts, each of which shall be an original and all of which shall constitute but one and the same agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement, being duly authorized so to do, each in the manner most appropriate to it, on the date first above written.

BROWN COUNTY, WISCONSIN

[SEAL]

By: _____
Patrick Moynihan, Jr., Chairperson

By: _____
Sandra L. Juno, County Clerk

**ASSOCIATED TRUST COMPANY,
NATIONAL ASSOCIATION**

By: _____
Name: _____
Title: _____

EXHIBIT A

DEBT SERVICE SCHEDULE

\$7,565,000

Brown County, Wisconsin

General Obligation Corporate Purpose Bonds, Series 2015A

[SEE ATTACHED]

BOND DEBT SERVICE

Brown County, WI
G.O. Bonds, Series 2015
FINAL - Bid by Piper Jaffray

Period Ending	Principal	Coupon	Interest	Debt Service	Annual Debt Service
11/01/2015	-	-	71,369.79	71,369.79	71,369.79
05/01/2016	-	-	90,468.75	90,468.75	-
11/01/2016	470,000	2.000%	90,468.75	560,468.75	650,937.50
05/01/2017	-	-	85,768.75	85,768.75	-
11/01/2017	480,000	2.000%	85,768.75	565,768.75	651,537.50
05/01/2018	-	-	80,968.75	80,968.75	-
11/01/2018	480,000	2.000%	80,968.75	560,968.75	641,937.50
05/01/2019	-	-	76,168.75	76,168.75	-
11/01/2019	490,000	2.000%	76,168.75	566,168.75	642,337.50
05/01/2020	-	-	71,268.75	71,268.75	-
11/01/2020	495,000	2.000%	71,268.75	566,268.75	637,537.50
05/01/2021	-	-	66,318.75	66,318.75	-
11/01/2021	505,000	2.000%	66,318.75	571,318.75	637,637.50
05/01/2022	-	-	61,268.75	61,268.75	-
11/01/2022	510,000	2.000%	61,268.75	571,268.75	632,537.50
05/01/2023	-	-	56,168.75	56,168.75	-
11/01/2023	520,000	2.500%	56,168.75	576,168.75	632,337.50
05/01/2024	-	-	49,668.75	49,668.75	-
11/01/2024	535,000	2.500%	49,668.75	584,668.75	634,337.50
05/01/2025	-	-	42,981.25	42,981.25	-
11/01/2025	270,000	2.500%	42,981.25	312,981.25	355,962.50
05/01/2026	-	-	39,606.25	39,606.25	-
11/01/2026	280,000	2.500%	39,606.25	319,606.25	359,212.50
05/01/2027	-	-	36,106.25	36,106.25	-
11/01/2027	285,000	2.500%	36,106.25	321,106.25	357,212.50
05/01/2028	-	-	32,543.75	32,543.75	-
11/01/2028	295,000	2.750%	32,543.75	327,543.75	360,087.50
05/01/2029	-	-	28,487.50	28,487.50	-
11/01/2029	300,000	2.750%	28,487.50	328,487.50	356,975.00
05/01/2030	-	-	24,362.50	24,362.50	-
11/01/2030	310,000	2.750%	24,362.50	334,362.50	358,725.00
05/01/2031	-	-	20,100.00	20,100.00	-
11/01/2031	320,000	3.000%	20,100.00	340,100.00	360,200.00
05/01/2032	-	-	15,300.00	15,300.00	-
11/01/2032	330,000	3.000%	15,300.00	345,300.00	360,600.00
05/01/2033	-	-	10,350.00	10,350.00	-
11/01/2033	340,000	3.000%	10,350.00	350,350.00	360,700.00
05/01/2034	-	-	5,250.00	5,250.00	-
11/01/2034	350,000	3.000%	5,250.00	355,250.00	360,500.00
	7,565,000		1,857,682.29	9,422,682.29	9,422,682.29

EXHIBIT B

FISCAL AGENT FEE SCHEDULE

ACCEPTANCE FEE: \$325

ANNUAL FEE: \$363

OUT-OF-POCKET EXPENSES

The above fees do not include out-of-pocket expenses. All out-of-pocket expenses, including postage, supplies, telephone, publication costs, legal fees, wire charges, travel, shredding, and any other miscellaneous items, will be billed in addition to the charges listed in this schedule.

In the event that changes in laws or practices considerably expand our current duties and responsibilities, or if conditions of the economy so warrant, reasonable adjustments may be incorporated into this schedule of fees.

EXHIBIT F

SECTION 893.77 NOTICE

On May 20, 2015, a resolution was offered, adopted and approved by the County Board of Supervisors of Brown County, Wisconsin (the "County"), whereby the County authorized and directed the sale and issuance of its \$7,565,000 General Obligation Corporate Purpose Bonds, Series 2015A.

The closing for the above-referenced bonds will be held on or about June 9, 2015. Copies of all proceedings had to date with respect to the authorization and sale of said bonds are on file and may be examined in the offices of the County at 305 East Walnut Street, Green Bay, WI 54305.

This Notice is given pursuant to Section 893.77 of the Wisconsin Statutes, which provides that an action or proceeding to contest the validity of such municipal financing, for other than constitutional reasons, must be commenced within 30 days after the date of publication of this Notice.

Dated: May 20, 2015.

Sandra L. Juno
County Clerk

No. 9j -- REPORT OF "SPECIAL" PUBLIC SAFETY COMMITTEE OF MAY 6, 2015

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **PUBLIC SAFETY COMMITTEE** met in *special* session on May 6, 2015 and recommends the following motions.

1. Discussion with possible action regarding Medical Examiner options for Brown County with possible closed session.
 - a. Open Session: Discussion, information gathering and possible action regarding the options available to Brown County for Medical Examiner Services.
 - b. Closed Session: Notice is hereby given that the governmental body will adjourn into a closed session during the meeting for discussion as to contract strategies for the negotiation and bargaining as it relates to Medical Examiner Services pursuant to Wisconsin Statutes Section §19.85 (1)(e) deliberating or negotiating the purchase of public properties, the investing of public funds or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.
 - c. Reconvene in Open Session: Discussion and possible action as to options available to Brown County for Medical Examiner Services, and possibly contract negotiations and bargaining determinations.
No closed session held; no action taken.

A presentation was given by Dr. Vincent Tranchida, M.D., the Chief Medical Examiner for Dane County, Wisconsin. (See Attachments)

Following, a motion was made by Supervisor Buckley and seconded by Supervisor Sieber **“to suspend the rules to allow interested parties to address the Board.”**

Ken Blaney, 1711 Chateau Drive and Jean Smits, 631 Simonet Street both addressed the Board and voiced their concerns regarding Medical Examiner options for Brown County.

Following public comments, a motion was made by Supervisor Erickson and seconded by Supervisor Van Dyck **“to return to the regular order of business.”**

Following discussion, a motion was made by Supervisor Buckley and seconded by Supervisor Sieber **“to adopt”**. Voice vote was taken. Motion carried unanimously with no abstentions.

ATTACHMENT TO ITEM #9J

Differences

Coroner and lay medical examiner

- Both coroners and lay medical examiners can be, and most often are, **non-physicians** in Wisconsin.
- Currently, Wisconsin is one of a handful of states that **doesn't require training** for coroners and lay medical examiners.
- The only real requirements for being an elected coroner is receiving more votes than anyone else running.
- A lay medical examiner has slightly more accountability (as a non-elected official), but no more requirements for training.

Differences

- In 2009, a blue ribbon panel created by the National Academy of Sciences pointed out the lack of mandatory standards for autopsies and the absence of oversight into the performance of coroners and lay medical examiners.
- It recommended that the good of every state should be to move away from a coroner and lay medical system, which is not based on medicine, and instead hire board certified forensic pathologists and put them to work as medical examiners.



THE CORONER TO MEDICAL EXAMINER SYSTEM TRANSITION – THE DANE COUNTY EXPERIENCE

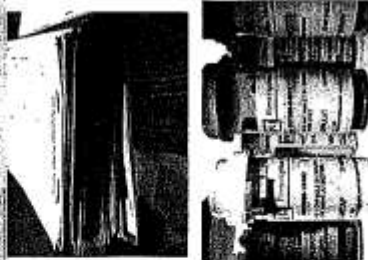
History

- The transition from a Coroner System to a Medical Examiner system began under the work of former Dane County Coroners John Stanley and Ray Wosepka, who both died in office.
- In the summer of 2010, the Dane County Board approved replacing the elected coroner with an appointed, physician medical examiner.
- By doing so, Dane County became the fourth Wisconsin county with a doctor in the position.
- I began my duty as the Dane County Chief Medical Examiner on February 1st, 2011.



Difference

- The field has become far too specialized medically and in terms of criminal investigation for a lay person interpreting and understanding a chest written by and for doctors, including medical tests and laboratory results. Understanding logical, medical, and resuscitative artifacts versus on-scene conditions or injuries. Being able to deduce a patient's medical history when no notes of his are present and only prescription medications are available. Being able to testify effectively on multiple fields of medical expertise (pathology, radiology, toxicology, microbiology, surgery, pediatrics, DNA, etc.) Being able to testify effectively on ballistics, sharp and blunt force trauma, and patterns of abuse/injury.



Differences

Required to be a Physician	No (in Wisconsin)	Yes
Performs Autopsies	No	Yes
Determines Cause of Death	Yes	Yes
Signs Death Certificates	Yes	Yes
Appointed or Elected	Either	Appointed
Pathologist or Forensic Pathologist	No	Yes

Pathology: Results of medicine that deal with the diagnosis of disease and causes of death by means of laboratory examination of body fluids, cell samples, and tissues.
Forensic Pathology: Subspecialty of pathology whose area of expertise is the examination of those that die in violent, unexpected, or violent deaths.
Forensic Pathologist: Doctor (MD/DO) who are specially trained to perform autopsies. Forensic pathologists require a minimum of 4 years of postgraduate training and 4 years of forensic pathology experience. The majority of forensic pathologists in forensic and clinical pathology (1 year in a forensic pathology fellowship). The majority of forensic pathologists are board certified in forensic pathology and board eligible in clinical pathology. Some forensic pathologists are also board certified in forensic pathology and board eligible in clinical pathology.

Changes in Dane County

- Our current staff model:



Differences

- The difference between having a coroner/lay medical examiner system and a physician medical examiner system are significant:

Thresholds are not clearly defined

- Consistency of rulings
- Consistency of what cases require additional investigation

The experience and training level of the leadership of the office can be very limited

- No to little medical training
- No to little investigative training
- Inadvertently missed findings and lost investigative opportunities

Conduct

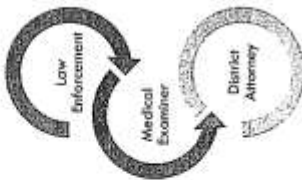
- Reduced oversight can lead to potential for abuse.

Relationships with Partners

- Our office strongly promotes a team approach to the investigation of cases.

The medical examiner's office is part of the county's team approach to death investigation. We maintain a simultaneous, independent investigation of the death, but it is critical that all work be done with our partners in mind.

- Are we giving law enforcement the tools that they need to investigate the case?
 - Are we giving the district attorney's office the tools that they need to prosecute the case?
- Transparency and effective "hand-off" of cases are the goal.



Changes in Dane County

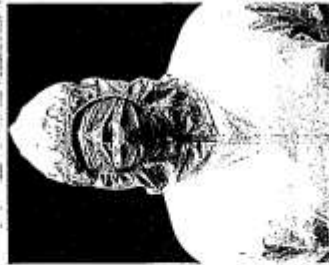
Thresholds

Cases are cleared with a physician medical examiner each time, every time.

- Training investigators call the on-call physician medical examiner with each and every case.
 - The case is reviewed together, and the physician explains what information is needed and why the case cannot be released.
 - The training investigator also submits a triage note immediately following the call for review by the on-call physician medical examiner and the director of operations.
 - The triage note summarizes the information about the case and documents the reason for releasing the case or bringing it in for further evaluation.
- Senior investigators only have to submit the triage note, but this is still reviewed by the on-call physician medical examiner and the director of operations.
- Ultimately, no case is released without clearance from a physician.

Law Enforcement

- Law enforcement has jurisdiction over the scene, the medical examiner has jurisdiction over the body.
 - Investigators/medical examiners do not enter the scene until cleared by law enforcement.
 - Investigators/medical examiners do their examinations and removal with full consideration of law enforcement's investigation of the case.
 - They're full-body suits, gloves, and masks at homicides.
 - Initial assessment, then wait until scene is secured and the body is removed before removal of the body.
 - Investigators/medical examiners provide immediate education and information on the scene to law enforcement to aid their efforts.



Changes in Dane County

Thresholds

Homicides, complex cases, and high profile cases can involve attendance at the scene by:

- The on-call physician medical examiner
- The director of operations
- The responding investigator

Support for these investigations is critical.

Adjustments can be made based on the circumstances of the scene (e.g., prior body removal to emergency room, public view, etc.)

Release of Bodies

- In accordance with the team approach, the body is released to the funeral home with approval of:
 - The case physician
 - medical examiner
 - The case district attorney
- "Do all the partners have the information they need before the evidence is potentially lost (e.g., cremated)?"



Law Enforcement

- Law Enforcement
 - Autopsies are always performed either the same day or next day for rapid turnaround of critical information.
 - Police and Sheriff's Office are welcome to attend any cases that they are involved in. However:
 - Police and Sheriff's Office have access to our reports, photographs, and laboratory evaluations (including toxicology, x-rays, anthropology evaluations, etc.).
 - Police and Sheriff's Office have access to our doctors and investigators wherever needed.
 - Police and Sheriff's Office are given updates by the case investigator on test results and rulings as soon as they are completed.
 - Case physician medical examiner attends briefings (where invited) on homicides or other complex/high profile cases

Relationships with Funeral Homes

- This is also a critical component of what we do
 - Funeral homes provide valuable support (and contact with) next of kin.
 - Rapid clearance/release or turnaround of autopsy cases assists funeral homes' efforts
 - Review of cremation permits by a physician-led medical examiner's office provides medical support for determination of adequate death certification.



District Attorney

- Similarly, the case district attorney is notified of all findings and results on cases by the case investigator.
- The case physician medical examiner is available for meetings, discussions, and trial preparation (either in person or by phone).

Release of information to the media

- ❑ The medical examiner only releases the name of the decedent and the manner of death to the media in a formal, brief statement.
- ❑ It is the position of the Dane County Medical Examiner's Office that any further information should come only from the District Attorney's office, the Police, or from the Sheriff's Office.
- ❑ Our goal is to not release information that may in any way compromise the efforts of law enforcement to investigate the case, or of the District Attorney's ability to prosecute the case.



Organ and Tissue Donation

- Working with organ and tissue procurement agencies to allow the release of organs and tissues is a high priority of the office.
- OPO organizations notify investigators immediately when a patient that may fall under our jurisdiction is doing poorly, so that investigation of the case may commence.
- The Donor County Medical Examiner's Office has issued a policy for organ recovery in cases with criminal potential. Physician medical examiners attend organ removals to be able to testify as to the condition and state of organs removed.



Thank You

- "Show me the manner in which a nation cares for its dead and I will measure with mathematical exactness the tender mercies of its people, their respect for the laws of the land, and their loyalty to high ideals"

-- Sir William Gladstone



In Conclusion

- The deceased of a county are its foundation
 - The people that built its roads and buildings, paid its taxes, and raised and taught its children.
- Effective death investigation is critical for:
 - Investigations of threat to public health
 - Prosecution of major crimes
 - Significant civil repercussions (insurance, estates, lawsuits)
 - Closure for families
- Expectations from the public are extremely high
 - Media
 - Better educated public

In Conclusion

- The field is no longer one that should be managed by someone with no prior formal training or formal professional accountability.
- The Dane County Medical Examiner's Office is happy to assist in whichever way your counties decide to continue forward.



Dane County Medical Examiner's Office
Public Safety Building, Rm. 2144
115 West Dory Street
Madison, WI 53703
(608) 284-6000
PH: (608) 266-4948
FAX: (608) 284-6015

No. 10f -- **RESOLUTION RE: IN SUPPORT OF FUNDING FOR A REPLACEMENT SCOREBOARD AT THE RESCH CENTER**

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, the *Resch Center* was constructed and opened in 2002; and

WHEREAS, in 2012, Brown County and PMI entered into a new lease agreement for the *Veterans Memorial Complex* whereby PMI assumes the rent, as well as all the rights and obligations similar to those under the previous lease and assumption agreement; and

WHEREAS, due to the age of the current scoreboard, it is necessary to replace the current scoreboard with a state-of-the-art scoreboard at the *Resch Center*; and

WHEREAS, \$1,000,000 has been set aside in the Veterans Memorial Complex Building Upgrade Projects Fund for the purpose of projects at the *Veterans Memorial Complex*; and

WHEREAS, the Education and Recreation Committee has recommended that up to One Million Dollars (\$1,000,000) be taken from the Building Upgrade Projects Fund for the purchase of a replacement scoreboard and ancillary equipment at the *Resch Center*; and

WHEREAS, PMI will contribute Four Hundred Thousand Dollars (\$400,000), and the Stadium District Board will contribute Four Hundred Fifty Thousand Dollars (\$450,000); and

WHEREAS, to assure public transparency of taxpayer dollars, the purchase of the new County-owned scoreboard shall be accomplished through the County's Purchasing Department with input and participation in the selection process from PMI;

NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors approve the contribution of up to One Million Dollars (\$1,000,000) to be taken from the Veterans Memorial Complex Building Upgrade Projects Fund to support the purchase of a replacement scoreboard and ancillary equipment at the *Resch Center*; and

BE IT FURTHER RESOLVED, that Brown County's contribution of One Million Dollars (\$1,000,000) is contingent on further financial contributions for the scoreboard from PMI in the amount of Four Hundred Thousand Dollars (\$400,000), and the Stadium District Board in the amount of Four Hundred Fifty Thousand Dollars (\$450,000).

Respectfully Submitted,
EDUCATION AND RECREATION COMMITTEE

Fiscal Note: This resolution does not require an appropriation from the General Fund. Up to \$1,000,000.00 will come from Facilities Buildings Upgrades, Veterans Memorial Complex Building Upgrade Projects Fund.

Final Draft Approved as to form by Corporation Counsel

A motion was made by Supervisor Buckley, and seconded by Supervisor Sieber, **“to suspend the rules to allow interested parties to address the Board.”** Voice vote taken. Motion carried unanimously.

The following members of the public addressed the Board and spoke in favor of a new scoreboard at the Resch Center.

Ken Wachter, 510 Saint Mary Boulevard – President, PMI Entertainment Group
Mary Ellen Gillespie, 2420 Nicolet Drive – Director of Athletics, UW-Green Bay
Dave Anderson, 5516 Vern Holmes Drive, Stevens Point – Executive Director, WIAA
Ron Antonneau, 3589 Nicolet Drive

Following, a motion was made by Supervisor Sieber and seconded by Supervisor Nicholson **“to return to the regular order of business.”** Voice vote taken. Motion carried unanimously with no abstentions.

Prior to making a motion, Supervisor Van Dyck addressed the Board and provided the Board with a handout. (See Attachments)

Following discussion, a motion was made by Supervisor Van Dyck and seconded by Supervisor Landwehr **“to amend the resolution by removing the fourth paragraph beginning with ‘Whereas, removing ‘has recommended that up to One Million Dollars (\$1,000,000) be taken from the Building Upgrade Projects Fund for,’ removing ‘Veterans Memorial Complex Building Upgrade Projects Fund,’ and removing ‘contribution.’** Vote taken. Roll Call #10f(1)

Ayes: Nicholson, Haefs, Erickson, Zima, Landwehr, Katers, Kaster, Van Dyck, Jamir, Robinson, Clancy

Nays: Sieber, De Wane, Hoyer, Gruszynski, Evans, Kaye, Buckley, Dantine, La Violette, Campbell, Moynihan, Blom, Schadewald, Lund, Fewell

Total Ayes: 11 Total Nays: 15

Motion Failed

A motion was made by Supervisor Zima and seconded by Supervisor Haefs **“to refer back to committee to review all of Supervisor Van Dyck’s options and to consider a ticket tax.”** Vote taken. Roll Call #10f(2)

Ayes: Nicholson, Gruszynski, Haefs, Zima, Landwehr, Katers, Kaster, Van Dyck, Jamir, Robinson, Clancy

Nays: Sieber, De Wane, Hoyer, Erickson, Evans, Kaye, Buckley, Dantine, La Violette, Campbell, Moynihan, Blom, Schadewald, Lund, Fewell

Total Ayes: 11 Total Nays: 15

Motion Failed

A motion was made by Supervisor La Violette and seconded by Supervisor Buckley **"to adopt"**.
Vote taken. Roll Call #10f(3):

Ayes: Sieber, De Wane, Hoyer, Gruszynski, Haefs, Erickson, Zima, Evans, Kaye, Buckley,
Landwehr, Dantine, La Violette, Katers, Jamir, Robinson, Clancy, Campbell, Moynihan,
Blom, Schadewald, Lund, Fewell

Nays: Nicholson, Kaster, Van Dyck

Total Ayes: 23 Total Nays: 3

Motion carried.

Approved by: \s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENT TO RESOLUTION #10F

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: 5/12/15

REQUEST TO: Brown County Board of Supervisors

MEETING DATE: 5/20/15

REQUEST FROM: Education & Recreation Committee

REQUEST TYPE: ☒ New resolution ☐ Revision to resolution
☐ New ordinance ☐ Revision to ordinance

TITLE: Resolution in Support of Funding for a Replacement Scoreboard at the Resch Center

ISSUE/BACKGROUND INFORMATION:

Due to the age of the current scoreboard, it is desirable to replace the current scoreboard with a state-of-the-art scoreboard at the Resch Center through the RFP Process.

ACTION REQUESTED:

Approval of \$1,000,000 contribution from Veteran's Memorial Project Fund to purchase scoreboard.

FISCAL IMPACT:

NOTE: *This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.*

1. Is there a fiscal impact? ☒ Yes ☐ No
 - a. If yes, what is the amount of the impact? \$1,000,000
 - b. If part of a bigger project, what is the total amount of the project? \$1,850,000

c. Is it currently budgeted? ☐ Yes ☒ No

1. If yes, in which account? _____

2. If no, how will the impact be funded?

Up to \$1,000,000 to be taken from the Veteran's Memorial Project Fund (contingent upon the financial contributions of \$400,000 from PMI and \$450,000 from the Stadium District Board.

☒ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED

ATTACHMENT TO SUPERVISOR VAN DYCK'S MOTION

Alternate sources of revenue for PMI to pay back \$1.0 million loan

1. Remaining \$400,000 due under section 3.3 of the current lease for "Additional Capital Improvements" (see attached). Under the terms of the lease, PMI is required to pay an additional \$1.0 million for Capital Improvements to the Leased Premises. According to PMI, they have already expended approximately \$175,000 of these funds. PMI's \$400,000 contribution to the scoreboard utilizes these funds, leaving a remaining balance of approximately \$400,000. PMI has argued that utilizing all of these funds will leave no money available for future capital improvements that may be necessary. However, if we do not raid the Veterans Memorial Complex Building Upgrade Projects Fund to support the scoreboard replacement, these funds would be available for that purpose.
2. Incremental advertising revenue. Although PMI has stated that the incremental advertising revenue to be generated by the new scoreboard is inconsequential, any incremental revenue generated should be dedicated to paying for the scoreboard and not simply absorbed into PMI's ongoing revenue stream. An increase in advertising revenue of only \$25,000 per year over the remaining 12 years of the lease will generate \$300,000. I find it difficult to believe that a meaningful increase in advertising revenue is not one of PMI's motivating factors.
3. Ticket surcharge. Although PMI has not been supportive of a ticket surcharge and the subject matter has failed to gain traction on the County Board, why shouldn't the users of the Resch Center contribute toward the cost of the enhanced fan or user experience offered by the improved scoreboard? Even a modest \$.50 per ticket surcharge would generate over \$150,000 in annual revenue.
4. Amend section 9.4 of the current lease as it relates to "Custodial/Maintenance/Repair Services" in order to facilitate Brown County's ability to request reimbursement for "Maintenance" items similarly accounted for under the Naming Rights Agreement. Brown County could potentially treat amounts collected as loan forgiveness.

(Van Dyck)

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purchased by the Subtenant, following execution of this Lease, that would remain a part of the Leased Premises and/or be subject to any demolition hereunder.

3. Rent.

3.1. Subtenant shall pay Tenant as Base Rent during each year of the term according to the following schedule:

06/01/2012-05/31/2015 the sum of Three Hundred Thousand Dollars (\$300,000.00);

06/01/2015-05/31/2018 the sum of Three Hundred Twenty-Five Thousand, Hundred Dollars (325,000.00);

06/01/2018-05/31/2021 the sum of Three Hundred Thirty-Four Thousand, Seven Hundred Fifty Dollars (\$334,750.00);

06/01/2021-05/31/2024 the sum of Three Hundred Forty-Four Thousand, Seven Hundred Ninety Three Dollars (\$344,793.00); and

06/01/2024-05/31/2027 the sum of Three Hundred Fifty-Five Thousand, One Hundred Thirty-Six Dollars (\$355,136.00).

Base Rent shall be paid in twelve equal payments due on the first day of each month during the Lease term.

3.2. Use of Rental Payments. All of the aforementioned rental payments shall be restricted in a separate County fund (the "Fund") and shall be used exclusively for Capital Improvements to the Leased Premises. The Fund shall be administered by the Veterans Memorial Complex Committee ("VMCC"), consisting of the following persons: (1) the County Executive or its designee; (2) the Chair of the Education & Recreation Committee or its designee; (3) the County Director of Building and Grounds or its designee; (4) the Operations Manager of PMI or its designee; and (5) the Chair of the Administrative Committee or its designee. On or before July 15 of each year of this Lease and quarterly thereafter, Subtenant shall present a Capital Improvement budget to the VMCC for its approval and payment from the Fund for the Capital Improvements recommended and approved by it.

*

3.3. Additional Capital Improvements. During the original term of the Lease, Subtenant shall pay an additional One Million Dollars (\$1,000,000.00) for Capital Improvements to the Leased Premises, the timing of which is within the discretion of Subtenant; provided, total payments are made before expiration hereof. Subtenant shall report the amount of the Capital Improvements to Tenant on an annual basis. Subtenant's Capital Improvements may become fixtures to the Leased Premises. Likewise, certain

Capital Improvements will remain the personal property of Subtenant. The parties shall agree on what Capital Improvements shall be described as "fixtures"

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Lease Agreement

9.4. Custodial/Maintenance/Repair Services. Subtenant shall provide maintenance services associated with the housekeeping, preventive maintenance, and customary repairs required to keep the facilities and equipment in sound operating condition. Subtenant will establish necessary policies and procedures to ensure that the Veterans Memorial Complex is properly maintained at all times. Tenant shall have the right to request copies of said policies and procedures for its records, review and comment if it so chooses.

Naming Rights Agreement

reimbursement requests to the Greater Green Bay Community Foundation, each certifying that the amounts sought to be withdrawn shall be used exclusively for purposes set forth in this Agreement. In the event any reimbursement request seeks a withdrawal of Twenty-Five Thousand Dollars (\$25,000.00) or more, the request shall first be submitted to Resch or his estate for his or its written agreement that the proposed reimbursement complies with the requirements of this Agreement.

4. Limitation on Use of Funds. All payments made by Resch under this Agreement shall be used exclusively for the maintenance of the Resch Center. As used in the preceding sentence, the term "maintenance" shall be defined as activities required to conserve as nearly, and as long, as possible the Resch Center's original condition and operational status to achieve its maximum useful life (including both corrective maintenance and preventive maintenance). The term "maintenance" shall not include activities that extend the Resch Center's useful life, the expenses of which are customarily capitalized. Notwithstanding, the Authority and/or Brown County may, from time to time, propose to Resch or his estate that portions of the payments identified in Section 1 be used for capital improvements to the Resch Center; and Resch or his estate may approve or disapprove of such uses in his or its sole discretion. In no case shall any of the payments identified in Section 1 be used for debt retirement or for any other purpose other than the purposes set forth in this section.

5. No Effect on Other Funding. Resch's payments hereunder shall have no effect on any other funding to which the Resch Center may be entitled, including, but not limited to, revenue from Brown County hotel room taxes. The parties hereto agree that Resch's payments hereunder are in addition to, and not a substitution for, other funding sources available to the Resch Center.

6. Survival of Memorandum. The parties agree that the terms of the Memorandum shall continue in full force and effect to the extent that such terms are not inconsistent with this Agreement.

7. Amendment. This Agreement may not be amended or modified in any respect, except by an agreement in writing executed by the parties in the same manner as this Agreement.

8. Successors. This Agreement shall be binding upon and shall inure to the benefit of and be enforceable by each of the parties and their respective successors.

ITEMS #10H, #9J, AND 10F WERE TAKEN OUT OF ORDER AFTER ITEM #2

No. 3 -- APPROVAL OF MINUTES OF APRIL 15, 2015

A motion was made by Supervisor Zima and seconded by Supervisor Hoyer **“to approve the minutes of the April 15, 2015 meeting”**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 4 -- ANNOUNCEMENTS OF SUPERVISORS

Supervisor Robinson encouraged and invited everyone to attend Celebrate De Pere this Memorial Day Weekend. The celebration beings Saturday, May 23rd and continues until Monday, May 25th.

Supervisor Evans wanted to express his gratitude to former Brown County Supervisor and current Representative David Steffen for his work in Madison. Mr. Evans acknowledged that Representative Steffen has been integral in helping get the Brown County ADRC refunded.

Supervisor Sieber invited all to attend the *Spies, Traitors, Saboteurs: Fear and Freedom in America* exhibit at the Neville Public Museum. The exhibit will run from May 23, 2015 to September 6, 2015.

Supervisor Schadewald stated that the Village of Howard will be having a Memorial Day parade Monday, May 25th beginning at 10a.m. The parade will be hosted by the VFW. Mr. Schadewald invited all to come, especially to honor the area’s Veterans.

Supervisor Gruszynski congratulated the Green Bay Garden Blitz for their exceptional work. The Garden Blitz program empowers families to grow their own food through the installation of personal garden boxes.

No. 5 -- COMMUNICATIONS. NONE.

Late Communications:

No. 5a -- FROM SUPERVISOR NICHOLSON RE: REQUESTING THE BROWN COUNTY CORPORATION COUNSEL DRAFT A RESOLUTION TO THE STATE OF WISCONSIN IN SUPPORT OF DRUG TESTING INDIVIDUALS WHO RECEIVE PUBLIC ASSISTANCE.

Refer to Public Safety Committee.

No. 5b -- FROM SUPERVISOR JAMIR RE: HAVE TECHNOLOGY SERVICES RESEARCH OPTIONS AND COST TO PUBLISH/UPLOAD/BROADCAST COUNTY BOARD AND COMMITTEE MEETINGS FOR SOCIAL MEDIA SUCH AS YOUTUBE, STREAM IN REAL TIME OR NEAR REAL TIME.

Refer to Administration Committee.

No. 5c -- FROM SUPERVISOR BUCKLEY RE: TO HAVE ADMINISTRATION WORK WITH DOOR AND OCONTO COUNTY TO NEGOTIATE A CONTRACT WITH A COUNTY THAT CURRENTLY HAS MEDICAL FORENSICS PATHOLOGISTS

THAT HAVE THE ABILITY TO BRING ON BROWN COUNTY AND ITS PARTNERS.

Refer to Public Safety and Executive Committees.

No. 5d -- FROM SUPERVISOR ERICKSON AND VICE CHAIR LUND RE: CREATE A TICKET SURCHARGE WHENEVER POSSIBLE TO GO INTO A MAINTENANCE FUND FOR THE ARENA COMPLEX TO REPLENISH THE CAPITAL FUND.

Refer to Education and Recreation Committee.

No. 6 -- APPOINTMENT BY BOARD OF SUPERVISORS COMMITTEE AS A WHOLE:
APPOINTMENTS BY COUNTY EXECUTIVE:

No. 6a -- REAPPOINTMENT OF RON ANTONNEAU, HENRY WALLACE, AND MIKE VIZER TO THE HARBOR COMMISSION

A motion was made by Supervisor Kaster and seconded by Supervisor Clancy **“to approve the above appointment”**. Voice vote was taken. Motion carried unanimously with no abstentions.

No. 6b -- REAPPOINTMENT OF JO ANN GRASCHBERGER TO THE HUMAN SERVICES BOARD

A motion was made by Vice Chair Lund and seconded by Supervisor Kaye **“to approve the above appointment”**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 6c -- REAPPOINTMENT OF THOMAS DIEDRICK TO THE HOUSING AUTHORITY

A motion was made by Supervisor Kaster and seconded by Supervisor Clancy **“to approve the above appointment”**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 6d -- REAPPOINTMENT OF WILLIAM SELEEN TO THE SOLID WASTE MANAGEMENT BOARD

A motion was made by Supervisor Hoyer and seconded by Supervisor Katers **“to approve the above appointment”**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 6e -- APPOINTMENT OF RYAN KUEHN AND REAPPOINTMENTS OF SANDY RYCZKOWSKI AND JULIA WALLACE TO THE NICOLET FEDERATED LIBRARY BOARD

A motion was made by Supervisor Campbell and seconded by Supervisor La Violette **“to approve the above appointment”**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 6f -- APPOINTMENT OF TOM PEROCK TO THE ADJUSTMENT BOARD

A motion was made by Supervisor Van Dyck and seconded by Supervisor Dantine **“to approve the above appointment”**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 7a -- REPORT BY COUNTY EXECUTIVE

County Executive Streckenbach stated that he had traveled to Dane County with Dean Haen, Director of Resource Recovery and Jim Jolly, Director of Land and Water Conservation, to tour their landfill and digester. Brown County may in the future look into converting county owned vehicles to Compressed Natural Gas, CNG, as it could be a cost effective measure.

Mr. Streckenbach stated that while in Dane County, he visited the county's digester system. The importance of the digester is that it aids in the removing of phosphorous and other harmful gases from waste before it reaches our watershed. Mr. Streckenbach stated that it is becoming more and more important to protect our water resource as it not only is a huge part of the area's economic and social appeal, but also because water is becoming less available nationwide.

Executive Streckenbach announced that Brown County maintained its AAA Moody's public credit rating. Mr. Streckenbach stressed the importance of this rating as it in turn helps save the County money.

No. 7b -- REPORT BY BOARD CHAIRMAN

Chairman Moynihan noted that Supervisor De Wane's tardiness was due to the fact that he was attending the funeral of his aunt and subsequently extended his deepest condolences to both Mr. De Wane and his family.

Chairman Moynihan also expressed that on behalf of himself and the County Board, he extends his condolences to the family of Dick Koltz, a longtime organizer for the Brown County Fair who passed away earlier this month.

Chairman Moynihan introduced and welcomed Assistant Corporation Counsel Rebecca Lindner to the County Board.

Chairman Moynihan thanked August Neverman, Brown County Technology Services Director, for the presentation that he held for the Village of Ashwaubenon dealing with internet security.

Chairman Moynihan, on behalf of the Brown County Clerk, also noted that on Thursday, May 28th, Election Systems and Software, Brown County's elections vendor, will be holding an electronic poll book seminar in room 200 of the Northern Building. Chairman Moynihan invited all supervisors to attend the event, as they are all involved and tied to elections in one way or another.

No. 8 -- OTHER REPORTS. None.

No. 9 -- STANDING COMMITTEE REPORTS:

No. 9a -- REPORT OF ADMINISTRATION COMMITTEE OF APRIL 23, 2015

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **ADMINISTRATION COMMITTEE** met in regular session on April 23, 2015 and recommends the following motions:

1. Review Minutes of: *None.*
2. Communication from Supervisor Hoyer re: All new Supervisors automatically be assigned a county e-mail address to serve as a contact point for constituents as well as all contact from the County offices and business; *referred from March, 2015 County Board.* Receive and place on file.
3. Communication from Supervisor Schadewald re: Request that the Administration Committee revisit Chairman Moynihan's proposal for computer equipment for Supervisors; *referred from March, 2015 County Board.* To hold for one month.
4. Communication from Supervisor Zima re: The Administration Committee review Brown County's Flexible Benefit Program; *referred from March, 2015 County Board.* Receive and place on file.
5. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the County employee turnover rate is by department and the corresponding reason for turnover; *referred from April, 2015 County Board.* Receive and place on file.
6. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April, 2015 County Board.*
 - i. To hold until the end of the agenda.
 - ii. Receive and place on file – Carried 3 to 2.
 - iii. To reconsider and receive and place on file.
7. Corporation Counsel - Monthly Report, February, 2015. Receive and place on file Items 7 & 8.
8. Corporation Counsel - Monthly Report, March, 2015. *See action at Item 7 above.*
9. County Clerk - Budget Status Financial Report, December, 2014 (unaudited). Receive and place on file Items 9 & 10.
10. County Clerk - Budget Status Financial Report, January, February and March, 2015. *See action at Item 9 above.*
11. Treasurer - Budget Status Financial Report, December, 2014 (Final). Receive and place on file.
12. Treasurer - Treasurer's Report.
 - a. Status of Tax Collection partnership(s).
 - b. Update re: Sale of tax deeded lands by BC Code Chapter 3, Section 3.06 & Wis. Stat. 75.
 - c. Setting a date for presentation by winner of RFP Project #1873 – Financial Advisory Services. Receive and place on file Items 12 a, b & c.
 - d. Discussion and possible action re: Class 3 notices and Brown County Treasurer's Office Budget line items – 5310 & -5810. Receive and place on file.
13. Child Support - Budget Status Financial Report, December, 2014 (unaudited). Receive and place on file Items 13, 14, 15, 16 & 17.
14. Child Support - Budget Status Financial Report, February, 2015. *See action at Item 13 above.*
15. Child Support - Departmental Openings Summary, March and April, 2015. *See action at Item 13 above.*
16. Child Support - Agency Director Summary, March, 2015. *See action at Item 13 above.*
17. Child Support - Agency Director Summary, April, 2015. *See action at Item 13 above.*

18. Technology Services - Budget Status Financial Report, February, 2015. Receive and place on file Items 18, 19 & 20.
19. Technology Services - Monthly Report, March, 2015. *See action at Item 18 above.*
20. Technology Services - Monthly Report, April, 2015. *See action at Item 18 above.*
21. Human Resources - Resolution re: Brown County Classification Salary Range; *referred from April, County Board.*
 - i. Receive and place on file. See Resolutions, Ordinances May County Board.
 - ii. To take Item 6 at this time.
22. Human Resources - Resolution re: Change in Table of Organization for the Administration Department Senior Buyer. To approve. See Resolutions, Ordinances May County Board.
23. Human Resources - Budget Status Financial Report, December, 2014 (unaudited). Receive and place on file Items 23, 24, 25, 26, 27 & 28.
24. Human Resources - Budget Status Financial Report, February, 2015. *See action at Item 23 above.*
25. Human Resources - Activity Report for February and March, 2015. *See action at Item 23 above.*
26. Human Resources - Departmental Opening Summary, March and April, 2015. *See action at Item 23 above.*
27. Human Resources - Director's Report, March, 2015. *See action at Item 23 above.*
28. Human Resources - Director's Report, April, 2015. *See action at Item 23 above.*
29. Dept. of Admin - Resolution re: Requesting Approval for Brown County to Accept Donations Relating to the "Discover Brown County: Summer Passport 2015" Program. To approve. See Resolutions, Ordinances May County Board.
30. Dept. of Admin - Budget Status Financial Report, January and February, 2015. Receive and place on file Items 30, 31 & 32.
31. Dept. of Admin - 2015 Budget Adjustment Log. *See action at Item 30 above.*
32. Dept. of Admin - Departmental Opening Summary, March and April, 2015. *See action at Item 30 above.*
33. Dept. of Admin - Director's Report, March, 2015. Receive and place on file.
34. Dept. of Admin - Director's Report, April, 2015. Receive and place on file.
35. Audit of bills. To pay the bills.

A motion was made by Supervisor Schadewald and seconded by Supervisor Nicholson "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

No. 9b -- REPORT OF EDUCATION AND RECREATION COMMITTEE OF MAY 7, 2015

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **EDUCATION & RECREATION COMMITTEE** met in regular session on May 7, 2015 and recommends the following:

1. Review Minutes of:
 - a. Library Board (March 19, 2015).
 - b. Neville Public Museum Governing Board (April 13, 2015). Receive and place on file.

2. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented.
 - a. Resolution re: Brown County Classification Salary Range. Receive and place on file.
See Resolutions, Ordinances May County Board.
3. Communication from Chair Moynihan and Supervisors Sieber, Evans, Buckley, Campbell & Fewell re: Purchase and installation of a replacement scoreboard and ancillary equipment located at the Resch Centre. To approve the request for \$1,000,000 to take from the County Capital Projects Fund. See Resolutions, Ordinances May County Board.
4. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee with statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover. Receive and place on file.
5. Museum - Budget Status Financial Report, March, 2015. Receive and place on file.
6. Museum - Discussion re: Museum Admission Fees. To defer Item #6 to budget.
7. Museum - Director's Report. Receive and place on file.
8. Golf Course - Budget Status Financial Report, March, 2015. Receive and place on file.
9. Golf Course - Open Positions Report for April, 2015. Receive and place on file.
10. Golf Course - Superintendent's Report. Receive and place on file.
11. Library - Budget Status Financial Report, March, 2015. Receive and place on file.
12. Library - Director's Report. Receive and place on file.
13. Parks Budget Status Financial Report, March, 2015. Receive and place on file.
14. Park Mgmt. Approval of the Memorandum of Understanding between the Parks and Friends of the Reforestation Camp Trails. To approve.
15. Park Mgmt. - Request of fee waiver from Red River Rumble baseball group for use of Bay Shore Park ball field. To approve.
16. Park Mgmt. Request of fee waiver from Green Bay Trout Unlimited for use of Reforestation Camp Pines Shelter. To approve.
17. Park Mgmt. Request of fee waiver from the Stump Farm 100 race organizer for use of Reforestation Camp bike trails. To approve.
18. Park Mgmt. Resolution re: To approve acquisition of property within the Village of Howard to provide trail connectivity. To approve. See Resolutions, Ordinances May County Board.
19. Parks Departmental Openings Summary, April, 2015. Receive and place on file.
20. Park Mgmt. Field Staff Reports/Attendance Reports. Receive and place on file.
21. Park Mgmt. Assistant Director's Report. Receive and place on file.
22. NEW Zoo - Budget Adjustment Request (15-35): Any increase in expenses with an offsetting increase in revenue. To approve.
23. NEW Zoo Departmental Openings Summary, April, 2015. Receive and place on file.
24. Zoo Director's Report. Receive and place on file.
25. Resch Centre/Arena/Shopko Hall - Complex Attendance for the Brown County Veterans Memorial Complex, April, 2015. Receive and place on file.
26. Audit of bills. To pay the bills.

A motion was made by Supervisor Gruszynski and seconded by Supervisor Katers **"to adopt"**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 9c -- REPORT OF “SPECIAL” EDUCATION AND RECREATION COMMITTEE OF MAY 20, 2015

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The EDUCATION & RECREATION COMMITTEE met in special session on May 20, 2015 and recommends the following:

1. Library – Approval of the Southwest Library Expansion Plan. To Approve.
A motion was made by Supervisor Kaye and seconded by Supervisor Katers “to approve the Southwest Library Expansion Plan as proposed and refer to Purchasing to obtain bids.”

A motion was made by Supervisor Kaye and seconded by Supervisor Zima “**to adopt**”. Voice vote taken. Motion carried unanimously with no abstentions.

No. 9d -- REPORT OF EXECUTIVE COMMITTEE OF MAY 11, 2015

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **EXECUTIVE COMMITTEE** met in regular session on May 11, 2015 and recommends the following motions:

1. Vacant Budgeted Positions - Administration – Finance Manager - Vacated – 4/9/15.
2. Vacant Budgeted Positions - Corporation Counsel – Administrative Secretary - Vacated – 4/8/15.
3. Vacant Budgeted Positions - Health – Public Health Nurse (x2) (.68 FTE and .32 FTE) - Vacated 5/29/15, 5/4/15.
4. Vacant Budgeted Positions - Human Services – Economic Support Specialist - Vacated – 5/11/15.
5. Vacant Budgeted Positions - Human Services (CTC) – Nurse Educator - Vacated 4/16/15.
6. Vacant Budgeted Positions - Human Services (CTC) – Switchboard Operator/Receptionist (.2 FTE) - Vacated – 4/14/15.
7. Vacant Budgeted Positions - Human Services – Welfare Fraud Investigator Aide - Vacated – 4/10/15.
8. Vacant Budgeted Positions - Public Works (Facility Management) – Facility Worker (.5 FTE) - Vacated 4/29/15.
9. Vacant Budgeted Positions - Public Works (Facility Management) – Housekeeper (x2) (1.0 FTE and .5 FTE) - Vacated 5/15/15 (both positions).
10. Vacant Budgeted Positions - Public Works (Highway) – Highway Crew - Vacated 1/28/15.
11. Vacant Budgeted Positions - Register of Deeds – Clerk/Typist II - Vacated – 5/8/15.
- 11a. Vacant Budgeted Positions - Community Treatment Center – Behavioral Health Supervisor – Vacated – 4/29/15.

- i. To suspend the rules and take Items 1 – 11a together. Carried 6 to 1.
 - ii. To approve Items 1 – 11a. Carried 6 to 1.
- 12. Communication from Supervisor Sieber re: At least one in ten appointees to county committees should be from a minority community; *referred from April County Board. Receive and place on file.*
- 13. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April County Board. Receive and place on file.*
 - a) Resolution re: Brown County Classification Salary Range; *referred from April County Board. To approve.* See Resolutions, Ordinances May County Board.
- 14. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April County Board. Receive and place on file.*
- 15. Review and Possible Action on Legal Bills to be paid. To pay.
- 16. Treasurer - Review and approval of high bids for tax deed properties.
 - i. To approve Parcel 5-893 and Parcel 8 – 227.
 - ii. To refer 6H-1168-4-4 to Corporation Counsel for their next meeting.
 - iii. To deny Parcel 2-437 and send to Corporation Counsel to obtain a report in 30 days.
 - iv. That all future no-minimum bid auctions be established at a starting bid of \$100.
- 17. County Executive Report. *No report; no action.*
- 18. Internal Auditor Report.
 - a. Board of Supervisors & Veterans' Recognition Subcommittee Budget Status Reports: March 2015. To approve.
 - b. Monthly Status Update: April 1 – April 30, 2015. Receive and place on file.
 - c. Update: Brown County Professional Services Standard Contract (Auditing Services) – One (1) Year Extension (Audit Year 2015). To approve.
 - d. Proposed 2015 Audit Plan Change – At the request of the Brown County Clerk of Courts, assist the department in the review of related revenue and expense accounts. To approve.
- 19. Human Resources Report. *No report; no action.*
- 20. Resolution re: Change in Table of Organization for the Administration Department Senior Buyer. To approve. See Resolutions, Ordinances May County Board.
- 21. Resolution re: Change in Table of Organization for U.W. Extension Workforce Development Agriculture Student Intern. To approve. See Resolutions, Ordinances May County Board.
- 22. Resolution re: Change in Table of Organization for U.W. Extension Community Garden Coordinator. To approve. See Resolutions, Ordinances May County Board.
- 23. Resolution re: Authority to Execute a 2015 Labor Agreement with the Brown County Human Services Professional Employees Association. To approve. See Resolutions, Ordinances May County Board.
- 24. Medical Examiner - Discussion and possible action with regard to HIPAA Privacy Rules as relates to Medical Examiner's Office; *referred from May Public Safety. Receive and place on file.*
- 25. Open Session: Discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department. Receive and place on file.

26. Closed Session: Notice is hereby given that the above governmental body will adjourn into closed session for discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department pursuant to Wis. Stat. §19.85(1)(f) which authorizes a closed session to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories, or data, or involved in such problems or investigations. To enter into closed session.
27. Reconvene in Open session: Discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department.
- i. To return to regular order of business.
 - ii. That the County Board at their May 20, 2015 board meeting convene in closed session as described in the notice of Item 26 of the Executive Committee agenda.

A motion was made by Vice Chair Lund and seconded by Supervisor Nicholson **"to adopt"**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 9e -- REPORT OF "SPECIAL" EXECUTIVE COMMITTEE REPORT OF MAY 20, 2015

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **Executive Committee** met in special session on May 20, 2015 and recommends the following motions.

1. Resolution Authorizing the Issuance and Sale of \$[7,565,000] General Obligation Corporate Purpose Bonds, Series 2015A. To Approve. See Resolutions, Ordinances – April County Board.
A motion was made by Supervisor Erickson and seconded by Supervisor Moynihan to approve Piper Jaffray @ 2.36%.
- 1a. Review and approval or rejection of high auction bid on Parcel 6H-1168-4-4 from May 11, 2015 Executive Committee meeting. Bidder 54693 – Richard Nelson, \$91,000. To approve.
A motion was made Supervisor Buckley and seconded by Supervisor Erickson to approve bid of \$91,000.

A motion was made by Supervisor De Wane and seconded by Supervisor Nicholson **"to adopt"**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 9f-- REPORT OF HUMAN SERVICES COMMITTEE OF APRIL 22, 2015

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **HUMAN SERVICES COMMITTEE** met in regular session on April 22, 2015 and recommends the following motions:

1. Review Minutes of:
 - a) Aging & Disability Resource Center Board Meeting (February 26, 2015).
 - b) Community Options Program Planning Committee (March 23, 2015).
 - c) Human Services Board (April 9, 2015).
 - d) Veterans Recognition Subcommittee (March 17, 2015).
 - i. To suspend the rules and take Items 1 a – d together.
 - ii. Receive and place on file Items 1 a – d.
2. Communication from Supervisor Robinson re: That the new County Human Services Director and the Human Services Department staff put together a report to be presented at the August Human Services Committee, with monthly updates to the Committee that examines: CTC/In –patient Mental Health & AODA County Services; community Mental Health and AODA County Services; Mental Health and AODA services offered by the community in general with which the County has a partnership. *Standing item. To put on next month's agenda.*
3. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April, 2015 County Board. See action at Item 5 below.*
4. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April, 2015 County Board. See action at Item 5 below.*
5. Resolution re: Brown County Classification Salary Range; referred from April, 2015 County Board. Receive and place on file Items 3, 4 & 5. See Resolutions, Ordinances May County Board.
6. Health Dept - Update re: Sanimax. Receive and place on file.
7. Human Services Dept - Resolution re: Helping families move from homelessness to self-sufficiency. *Standing Item until such time that there is action to be taken. No action taken.*
8. Human Services Dept - Budget Adjustment Request (15-20): Any increase in expenses with an offsetting increase in revenue. To approve.
9. Human Services Dept - Budget Adjustment Request (15-21): Any increase in expenses with an offsetting increase in revenue. To approve.
10. Human Services Dept - Executive Director's Report. Receive and place on file.
11. Human Services Dept - Summary of Services provided by the Brown County Community Treatment Center Outpatient Clinic. Receive and place on file.
12. Human Services Dept - Financial Report for Community Treatment Center and Community Programs. Receive and place on file.
13. Human Services Dept - Statistical Reports.
 - a. Monthly CTC Data – Bay Haven Crisis Diversion/Nicolet Psychiatric Hospital.
 - b. Monthly Inpatient Data – Bellin Psychiatric Center.
 - c. Child Protection – Child Abuse/Neglect Report.
 - d. Monthly Contract Update.
 - i. To take Items 13 a-d together.
 - ii. Receive and place on file Items 13 a-d.
14. Human Services Dept - Request for New Non-Continuous Vendor. To approve.
15. Human Services Dept - Request for New Vendor Contract. To approve.

16. Audit of bills. To pay the bills.

A motion was made by Supervisor Hoyer and seconded by Supervisor Nicholson “to adopt”. Voice vote taken. Motion carried unanimously with no abstentions.

No. 9g -- REPORT OF PLANNING, DEVELOPMENT, AND TRANSPORTATION COMMITTEE OF APRIL 27, 2015

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **PLANNING, DEVELOPMENT & TRANSPORTATION COMMITTEE** met in regular session on April 27, 2015 and recommends the following motions.

1. Review minutes of: *None.*
2. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April County Board. Receive and place on file.*
- 2a. Resolution re: Brown County Classification Salary Range; *referred from April County Board. To approve for the purpose of sending forward to the Executive Committee noting a possible change in the 6th “Whereas ... as an initial step to “pay” market rate”, which may be “to determine” market rate.* See Resolutions, Ordinances May County Board.
3. Communication from Supervisor Zima re: Request that Human Services Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April County Board. Receive and place on file.*
4. UW – Extension - Budget Status Financial Report, February and March, 2015. Receive and place on file.
5. UW – Extension - Departmental Opening Summary. Receive and place on file.
6. UW Extension - Budget Adjustment Request (15-28): Any increase in expenses with an offsetting increase in revenue. To approve.
7. UW Extension - Budget Adjustment Request (15-29): Any increase in expenses with an offsetting increase in revenue. To approve.
8. UW – Extension - Resolution re: Change in Table of Organization for U.W. Extension Workforce Development Agriculture Student Intern. To approve. See Resolutions, Ordinances May County Board.
9. UW – Extension - Resolution re: Change in Table of Organization for U.W. Extension Community Garden Coordinator. To approve. See Resolutions, Ordinances May County Board.
10. UW – Extension - Director’s Report. Receive and place on file.
11. Planning Commission - Budget Status Financial Report, January and February, 2015. Receive and place on file.
12. Planning Commission - Update re: Northeastern Wisconsin Region Community Development Block Grant (CDBG) – Housing Program. Receive and place on file.
13. Planning Commission - Update re: Development of the Brown County Farm property – *standing / item.* Receive and place on file.
14. Property Listing - Budget Status Financial Report, January and February, 2015. Receive and place on file.

15. Zoning - Budget Status Financial Report, January and February, 2015. Receive and place on file.
16. Port & Resource Recovery - Port Budget Status Financial Report, March, 2015. Receive and place on file.
17. Port & Resource Recovery -- Resource Recovery Budget Status Financial Report, March, 2015. Receive and place on file.
18. Port & Resource Recovery - Director's Report. Receive and place on file.
19. Register of Deeds - Budget Status Financial Report, December, 2014 (unaudited), February and March, 2015. Receive and place on file.
20. Register of Deeds - Departmental Openings Summary. Receive and place on file.
21. Register of Deeds - Annual Report. Receive and place on file.
22. Airport - Budget Status Financial Report, March, 2015. Receive and place on file.
23. Airport - Departmental Openings Summary. Receive and place on file.
24. Airport - Director's Report. Receive and place on file.
25. Public Works - Summary of Operations. Receive and place on file.
26. Public Works - Director's Report. Receive and place on file.
27. Audit of bills. To audit the bills.

A motion was made by Supervisor Erickson and seconded by Supervisor Dantinne **"to adopt"**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 9h-- REPORT OF LAND CONSERVATION SUBCOMMITTEE OF APRIL 27, 2015

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **LAND CONSERVATION SUB COMMITTEE** met in regular session on April 27, 2015 and recommends the following motions.

1. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April County Board.* Receive and place on file.
- 1a. Resolution re: Brown County Classification Salary Range; *referred from April County Board.* To approve for the purpose of sending forward to the Executive Committee noting a possible change in the 6th "Whereas ... as an initial step to 'pay' market rate", which may be "to 'determine market rate'". See Resolutions, Ordinances May County Board.
2. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April County Board.*
 - i. That they receive from Department heads a status report on a monthly basis as to why people left and quarterly from staff for the overall county.
 - ii. To add "may require a closed session" to the motion.
3. Budget Status Financial Report, March, 2015. Receive and place on file.
4. Departmental Opening Summary, April, 2015. To approve.
5. Director's Report. Receive and place on file.

A motion was made by Supervisor Dantine and seconded by Supervisor Sieber **“to adopt”**. Voice vote taken. Motion carried unanimously with no abstentions.

No. 9i-- REPORT OF PUBLIC SAFETY COMMITTEE OF MAY 6, 2015

TO THE MEMBERS OF THE BROWN
COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

The **PUBLIC SAFETY COMMITTEE** met in regular session on May 6, 2015 and recommends the following motions.

1. Review minutes of:
 - a. Criminal Justice Coordinating Board (February 26, 2015). Receive and place on file.
 - b. Local Emergency Planning Committee – LEPC (March 10, 2015). Receive and place on file.
 - c. Public Safety Communications Advisory Board (July 23, 2014). Receive and place on file.
 - d. Traffic Safety Commission (January 15, 2015). Receive and place on file.
2. Communication from Supervisor Dantine re: Have the Department review the \$.75 tax by phone company that used to go to county and now goes to state. This was for 911, police and fire departments. *Held for one month.* Receive and place on file.
3. Communication from Supervisor Erickson re: Create a resolution to send to our state representatives and the governor stating that Brown County doesn't support the idea of legal marijuana for the state; *referred from April County Board.* For Brown County to create a resolution to send to State representatives and the rest of the Counties stating that Brown County does not support the idea of legal marijuana in the State. See Resolutions, Ordinances May County Board.
4. Communication from Supervisor Evans re: To have the Medical Examiner appear before the Public Safety or Executive Committee to explain why private HIPPA information is being leaked from his office to the previous Medical Examiner; *referred from April County Board.* Refer to Executive Committee.
5. Communication from Supervisor Robinson re: As part of the Class & Comp referral have each committee hold a discussion on the philosophy of how this comp plan would be implemented; *referred from April County Board.*
 - a. Resolution re: Brown County Classification Salary Range; *referred from April County Board.* Receive and place on file.
6. Communication from Supervisor Zima re: Request that Human Resources Department provide each standing committee statistical information as to what the county employee turnover rate is by department and the corresponding reason for turnover; *referred from April County Board.* To refer to staff to come forward with a plan as to how to make exit interviews an integral part of a person's employment with Brown County and advise the County Board.
7. Public Safety Communications - Director's Report. Receive and place on file.
8. Medical Examiner - 2015 Medical Examiner Activity Spreadsheet. Receive and place on file.
9. Medical Examiner - Budget Status Financial Report, April, 2015. Receive and place on file.

10. Clerk of Courts - Budget Status Financial Report for March, 2015. Receive and place on file.
11. Clerk of Courts - Standing Item per motion at April meeting— Request for representation from the Clerk of Courts and Courts to attend each meeting through the end of 2015 to provide monthly updates including various reports as requested by this Committee. To refer to the Clerk of Courts office to meet with Corporation Counsel and come back with a recommendation as to at what point GAL bills should be converted to a civil judgment.
12. Clerk of Courts - Clerk of Court's Report. Receive and place on file.
13. Circuit Courts, Commissioners, Probate - Budget Status Financial Reports for January, February and March, 2015. Receive and place on file.
14. District Attorney - Departmental Openings Summary for March, 2015. *Held until the May meeting.* Receive and place on file.
15. District Attorney - District Attorney's Report. Receive and place on file.
16. Sheriff - Budget Status Financial Report for March, 2015. Receive and place on file.
17. Sheriff - Key Factor Report thru March, 2015. Receive and place on file.
18. Sheriff - Jail Average Daily Population by Month and Type for the Calendar Year, 2015. Receive and place on file.
19. Sheriff - Update from Engineer Doug Marsh re: building construction to Sheriff's Department. Receive and place on file.
20. Sheriff - Update re: Jail Staff Protective Status. *Motion at April Meeting: To hold for one month and send this to the Director of Administration and Corporation Counsel to draft a resolution that will be handled at a special meeting the week of April 6, 2015.* Receive and place on file.
21. Sheriff - Sheriff's Report. Receive and place on file.
22. Open Session: Discussion and possible action regarding personnel issues which have arisen in the Sheriff's Department regarding a specific employee:
 - a. Closed Session: Notice is hereby given that the above governmental body will adjourn into closed session on the above Item Number 12 pursuant to Wis. Stat. §19.85(1)(f) which authorizes a closed session to consider financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons...if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories, or data, or involved in such problems or investigations.
 - i. To enter into closed session.
 - ii. To return to open session.
 - b. Reconvene in Open Session: Discussion and possible action regarding personnel issues which have arisen in the Human Services Department regarding a specific employee. *No action taken.*
23. Audit of bills. To audit the bills.

A motion was made by Supervisor Clancy and seconded by Supervisor Buckley "to adopt". Voice vote taken. Motion carried unanimously with no abstentions.

No. 10 -- Resolutions, Ordinances:

Budget Adjustments Requiring County Board Approval.

No. 10a -- RESOLUTION APPROVING BUDGET ADJUSTMENTS TO VARIOUS DEPARTMENT BUDGETS

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, within the past 30 days departments have submitted the following adjustments to their departmental budgets that, per Wisconsin State Statutes, require approval by a 2/3 vote of the full County Board:

- | | |
|--------------------------|--|
| 15-20
Human
Srvces | Family Care will begin on July 1, 2015 after a delay of 4 months. This budget adjustment is necessary to have the waiver programs operate an additional 4 months in 2015. Total purchased services \$16,970,233; total revenue \$17,993,857; and a total salary of \$1,023,624. <div style="text-align: right;">Amount: \$17,993,857</div> |
| 15-21
Human
Srvces | Budget adjustment for the 2015 TAD Grant awarded in 2015. This grant was not known at the time budgeting was done for 2015. The grant totals \$205,981 for reimbursable expenses and match expenses combined. The Judges' and DA's time will be considered match expenses for the grant. <div style="text-align: right;">Amount: \$133,897</div> |
| 15-28
UWExt | UW Ext/Brown County's Community Garden program has been awarded a federal grant to be passed through UW Extension East Metro Region. UW Extension has an opportunity to expand its land base for Community Gardens due to a donation of land owned by Encompass Early Education and Care Inc. This property is located in the Imperial Lane neighborhood which is a diverse low income area on Green Bay's east side. The community garden will strengthen community bonds, while also increasing area health. It will further empower participants through mentorship opportunities, once-a-week open community garden nights, and educational offerings. The program also plans to hold a summer gardening program for neighborhood youth, to encourage healthy lifelong habits. <div style="text-align: right;">Amount: \$6,360</div> |
| 15-29
UWExt | UW Ext/Brown County's Agriculture program has been awarded a federal grant to be passed through UW Extension East Metro Region for Agriculture literacy and Workforce Development: Exploring Careers in Agriculture. This project centers on agricultural literacy with an emphasis on workforce development. A student intern will be hired to explore agricultural careers, gain agricultural career experience, and create resource tools including a career resource booklet, road maps to help individuals along the path to their desired career, and a website to post resources and videos. <div style="text-align: right;">Amount: \$7,350</div> |
| 15-31
PSafety | This request is to increase overtime and fringe benefits to reflect participation in a multi-jurisdictional OWI grant from the Wis. DOT BOTS Office. This grant is administered by the Green Bay Police Dept and runs through Sept 2015. Increased expenses are offset by grant revenue. This is an annual grant program that has been provided to the City and other jurisdictions in prior years. However, it was not included in the 2015 budget because the amount had not been determined when the budget was created. This adjustment is for only the calendar year 2015 portion – estimated to be \$23,000. <div style="text-align: right;">Amount: \$23,000</div> |

- 15-32
PSafety This request is to increase overtime and fringe benefits to reflect participation in a Wis DOT BOTS Alcohol enforcement grant. This grant runs June 1 – August 31, 2015 only. Increased expenses are offset by grant revenue. This grant was not included in the 2015 budget because it had not been determined if it would be funded until recently.
Amount: \$19,850
- 15-33
PSafety This budget adjustment increases revenues and expenses for participation in a 2015 training grant passed through the Wisconsin Emergency Management for NTOA SWAT Team Leader Development. The grant funds the cost of attending a national conference. There is no match requirement and no cost to the County.
Amount: \$1,500
- 15-35
Ed&Rec The new Adventure Center building will be complete June 1, 2015 and we would like the ability to sell water, soda and other sports drinks out of the building, as well as prepackaged foods. This will require an increase of \$1,000 in vending expenses to purchase the products with an anticipated increase of \$1,000 in vending revenue.
Amount: \$1,000

and,

WHEREAS, these budget adjustments are necessary to ensure activities are appropriated and accounted for properly.

NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors hereby approves the above listed budget adjustments.

Fiscal Note: The fiscal impact is as described in each individual budget adjustment listed above.

Respectfully submitted,

EDUCATION & RECREATION
COMMITTEE
HUMAN SERVICES COMMITTEE
PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE
PUBLIC SAFETY COMMITTEE

Authored by Administration

Approved as to form by Corporation Counsel

A motion was made by Supervisor Sieber and seconded by Supervisor Nicholson **“to adopt”**. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Troy Streckenbach, County Executive

Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10a

ON THE FOLLOWING PAGES

2015 BUDGET ADJUSTMENT REQUEST

15-20

Category


Approval Level

- | | | |
|---------------------------------------|--|---|
| <input type="checkbox"/> 1 | Reallocation from one account to another in the same level of appropriation | Dept Head |
| <input type="checkbox"/> 2 | Reallocation due to a technical correction that could include: <ul style="list-style-type: none"> • Reallocation to another account strictly for tracking or accounting purposes • Allocation of budgeted prior year grant not completed in the prior year | Director of Admin |
| <input type="checkbox"/> 3 | Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation | County Exec |
| <input type="checkbox"/> 4 | Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.) | County Exec |
| <input type="checkbox"/> 5 | a) Reallocation of <u>up to 10%</u> of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts) | Admin Committee |
| | b) | |
| <input type="checkbox"/> 5 | b) Reallocation of <u>more than 10%</u> of the funds original appropriated between any of the levels of appropriation. | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 6 | Reallocation between two or more departments, regardless of amount | Oversight Comm
2/3 County Board |
| <input checked="" type="checkbox"/> 7 | Any increase in expenses with an offsetting increase in revenue | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 8 | Any allocation from a department's fund balance | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 9 | Any allocation from the County's General Fund | Oversight Comm
Admin Committee
2/3 County Board |


Justification for Budget Change:

Jeremy Kral instructed us to do the budget assuming a March 1, 2015 start date for Family Care. Family Care has been delayed for 4 months. It will begin on July 1, 2015. These adjustments are necessary in order to have the waiver programs operate another 4 months in 2015. Total purchased services \$16,970,233, total revenue \$17,993,857, and total salary \$1,023,624. Amount Ttl: 17,993,857 Accounts listed on following pgs 2 & 3

Increase	Decrease	Account #	Account Title	Amount
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.COP	Purchased Services Community Options Program	319603.50
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.ELD	Purchased Services Elderly Levy	1068.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.NHR	Purchased Services CIP II- Nursing Home Relocation	184596.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.CIPII	Purchased Services CIP II State Match	2372280.00


 Signature of Department Head
 Department: Human Services
 Date: 3-19-15

AUTHORIZATIONS


 Signature of DOA or Executive
 Date: 3/19/15

2015 Budget Adjustment Request – Human Services, Family Care

Page 2 of 3: List of Accounts

<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.COPMA	Purchased Services COP-Waiver	1306768.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.CIPIIDIV	Purchased Services CIP II Diversion State Match	328924.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.CIPIIFCT	Purchased Services COP-W/CIPII Family Care Transfer	2472.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.CIPIIMFP	Purchased Services CIP II-MFP	49444.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.7000.PHY	Purchased Services PHY.DIS Levy	13184.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIP1A	Purchased Services CIP1A-State Match	1408412.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIP1B	Purchased Services CIP1B Regular-State Match	5752196.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIP1BCT	Purchased Services CIP1B Family Care Transfer	123384.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.1BICFMR	Purchased Services CIP1B ICFMR Relocation State Match	3032084.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIP1BTR	Purchased Services CIP1B Transportation Match	2944.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIP1BCOP	Purchased Services CIP1B COP Match	64386.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.CIP1BMD	Purchased Services CIP1B IMD Match	20916.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.7000.DD	Purchased Services Developmentally Disabled	37046.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.166.7000.PC	Purchased Services Personal Care	1950523.25
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0338	State Grant and aid revenue COP-W GPR	626128.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0339	State grant and aid revenue COP-W Federal	947112.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0348	State grant and aid revenue CIPII GPR	1123212.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0349	State grant and aid revenue CIPII Federal	1654668.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0367	State Grant and aid revenue COP	294744.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0369	State grant and aid revenue CRI GPR	98144.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0370	State grant and aid revenue CRI federal	141932.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0375	State grant and aid revenue CIPII Diversion GPR	168464.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0376	State Grant and aid revenue CIPII Diversion Federal	243632.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0392	State grant and aid revenue COP-W/CIPII Fam Care Trans GPR	1276.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0393	State grant and aid revenue COP-W/CIPII Fam Care Trans federal	1848.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0478	State grant and aid revenue CIPII MFP nonFed	12992.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4302.0479	State Grant and aid revenue CIPII MFP Federal	51964.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4700.02518	Intergovt charges MA case management-Soc Services	658.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0407	State grant and aid revenue CIP1B ICFMR GPR	1309772.00

2015 Budget Adjustment Request – Human Services, Family Care
Page 3 of 3: List of Accounts

<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0408	State grant and aid revenue CIP1B ICFMR Fed	2025732.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0410	State Grant and aid revenue CIP1B FC Transition GPR	57304.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4700.02519	Intergovt charges COP case manage for MA elig clients	688.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0411	State grant and aid revenue CIP1B FC Transition Fed	82872.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0563	State grant and aid revenue CIP1B Federal	4457488.50
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0564	State Grant and aid revenue CIP1B GPR	943420.50
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.4700.02520	Intergovt charges COP case manage for MA elig clients	1332.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0580	State grant and aid revenue CIP1A GPR	623547.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.4302.0581	State grant and aid revenue CIP1A Federal	1028956.50
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.166.4700.02521	Intergovt charges Personal care assessments	2095980.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.5100.998	Regular Earnings budget only	350913.75
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.162.5198	Fringe benefits budget only	123915.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.5100.998	Regular earnings budget only	343130.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.163.5198	Fringe benefits budget only	138600.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.166.5100.998	Regular Earnings budget only	54745.00
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.160.166.5198	Fringe benefits budget only	12320.00

2015 BUDGET ADJUSTMENT REQUEST

15-21

Category

- ☐ 1 Reallocation from one account to another in the same level of appropriation
- ☐ 2 Reallocation due to a technical correction that could include:
 - Reallocation to another account strictly for tracking or accounting purposes
 - Allocation of budgeted prior year grant not completed in the prior year
- ☐ 3 Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation
- ☐ 4 Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.)
- ☐ 5 a) Reallocation of up to 10% of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts)
- ☐ 5 b) Reallocation of more than 10% of the funds original appropriated between any of the levels of appropriation.
- ☐ 6 Reallocation between two or more departments, regardless of amount
- ☒ 7 Any increase in expenses with an offsetting increase in revenue
- ☐ 8 Any allocation from a department's fund balance
- ☐ 9 Any allocation from the County's General Fund

Approval Level

Dept Head
Director of Admin

County Exec

County Exec

Admin Committee

Oversight Comm
2/3 County Board

Oversight Comm
2/3 County Board

Oversight Comm
2/3 County Board

Oversight Comm
2/3 County Board

Oversight Comm
Admin Committee
2/3 County Board

Justification for Budget Change:


Record the 2015 TAD Grant awarded for 2015. This grant was not known at the time budgeting was done for 2015. The grant totals \$205,981 for reimbursable expenses and match expenses combined. The Judges and DA's time will be considered match expenses for the grant.

Amount: \$133,897

Increase	Decrease	Account #	Account Title	Amount
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.170.175.4301.TADG	Federal Grant Revenue - TAD Grant	\$133,897
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.170.175.7000.Coun	Purchased Services, Counseling	70,655
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.170.175.5340.TADG	Travel - TAD Grant	3,245
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.170.175.5300.TADG	Supplies - TAD Grant	9,997
<input checked="" type="checkbox"/>	<input type="checkbox"/>	201.076.170.175.7000.TADG	Purchased Services - TAD Grant	50,000

28 3/31

AUTHORIZATIONS


Signature of Department Head
Department: Human Services
Date: 3-27-15


Signature of DCA or Executive
Date: 4/1/15

73

Revised 4/1/14

BUDGET ADJUSTMENT REQUEST

15-28

Category

- ☐ 1 Reallocation from one account to another in the same level of appropriation
- ☐ 2 Reallocation due to a technical correction that could include:
 - Reallocation to another account strictly for tracking or accounting purposes
 - Allocation of budgeted prior year grant not completed in the prior year
- ☐ 3 Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation
- ☐ 4 Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.)
- ☐ 5 a) Reallocation of up to 10% of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts)
- ☐ 5 b) Reallocation of more than 10% of the funds original appropriated between any of the levels of appropriation.
- ☐ 6 Reallocation between two or more departments, regardless of amount
- ☒ 7 Any increase in expenses with an offsetting increase in revenue
- ☐ 8 Any allocation from a department's fund balance
- ☐ 9 Any allocation from the County's General Fund

Approval Level

Dept Head
Director of Admin
County Exec
County Exec
Admin Committee
Oversight Comm
2/3 County Board
Oversight Comm
2/3 County Board
Oversight Comm
2/3 County Board
Oversight Comm
Admin Committee
2/3 County Board

Justification for Budget Change:

UW Extension Brown County's Community Garden program has been awarded a federal grant to be passed through UW Extension East Metro Region. UW Extension has an opportunity to expand its land base for Community Gardens due to a donation of land owned by Encompass Early Education and Care Inc. This property is located in the Imperial Lane neighborhood which is a diverse low income area on Green Bay's east side. The community garden will strengthen community bonds, while also increasing area health. It will further empower participants through mentorship opportunities, once-a-week open community garden nights, and educational offerings. The program also plans to hold a summer gardening program for neighborhood youth, to encourage healthy lifelong habits. \$6,360

Increase	Decrease	Account #	Account Title	Amount
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.083.001.5100	Regular Earnings	4,650
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.083.001.5300	Supplies	1,710
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.083.001.4301	Federal Grant Revenue	6,360

AUTHORIZATIONS

Judy Knudsen
Signature of Department Head
Department: UW Extension
Date: 4/13/2015

[Signature]
Signature of DCA or Executive
Date: 4/17/15
EOM/14/15

BUDGET ADJUSTMENT REQUEST

15-29

Category

- ☐ 1 Reallocation from one account to another in the same level of appropriation
- ☐ 2 Reallocation due to a technical correction that could include:
 - Reallocation to another account strictly for tracking or accounting purposes
 - Allocation of budgeted prior year grant not completed in the prior year
- ☐ 3 Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation
- ☐ 4 Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.)
- ☐ 5 a) Reallocation of up to 10% of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts)
- ☐ 5 b) Reallocation of more than 10% of the funds original appropriated between any of the levels of appropriation.
- ☐ 6 Reallocation between two or more departments, regardless of amount
- ☒ 7 Any increase in expenses with an offsetting increase in revenue
- ☐ 8 Any allocation from a department's fund balance
- ☐ 9 Any allocation from the County's General Fund

Approval Level

Dept Head
Director of Admin

County Exec

County Exec

Admin Committee

Oversight Comm
2/3 County Board

Oversight Comm
2/3 County Board

Oversight Comm
2/3 County Board

Oversight Comm
2/3 County Board

Oversight Comm
Admin Committee
2/3 County Board

Justification for Budget Change:

UW Extension Brown County's Agriculture program has been awarded a federal grant to be passed through UW Extension East Metro Region for Agriculture Literacy and Workforce Development: Exploring Careers in Agriculture. This project centers on agricultural literacy with an emphasis on workforce development. A student intern will be hired to explore agricultural careers, gain agricultural career experience, and create resource tools including a career resource booklet, road maps to help individuals along the path to their desired career, and a website to post resources and videos. \$7,350

Increase	Decrease	Account #	Account Title	Amount
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.083.001.5100	Regular Earnings	5,000
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.083.001.5340	Travel	350
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.083.001.5601.400	Intra-County Copy Center	1,700
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.083.001.5700	Contracted Services	300
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.083.001.4301	Federal Grant Revenue	7,350

AUTHORIZATIONS

Judy Knudsen
Signature of Department Head
Department: UW Extension
Date: 4/13/2015

[Signature]
Signature of COA or Executive
Date: 4/17/15

See 4/17/15

BUDGET ADJUSTMENT REQUEST

15-31

Category

Approval Level

- | | |
|---|---|
| <input type="checkbox"/> 1 Reallocation from one account to another in the same level of appropriation | Dept Head |
| <input type="checkbox"/> 2 Reallocation due to a technical correction that could include: <ul style="list-style-type: none"> • Reallocation to another account strictly for tracking or accounting purposes • Allocation of budgeted prior year grant not completed in the prior year | Director of Admin |
| <input type="checkbox"/> 3 Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation | County Exec |
| <input type="checkbox"/> 4 Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.) | County Exec |
| <input type="checkbox"/> 5 a) Reallocation of <u>up to 10%</u> of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts) | Admin Committee |
| <input type="checkbox"/> 5 b) Reallocation of <u>more than 10%</u> of the funds original appropriated between any of the levels of appropriation. | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 6 Reallocation between two or more departments, regardless of amount | Oversight Comm
2/3 County Board |
| <input checked="" type="checkbox"/> 7 Any increase in expenses with an offsetting increase in revenue | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 8 Any allocation from a department's fund balance | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 9 Any allocation from the County's General Fund | Oversight Comm
Admin Committee
2/3 County Board |


Justification for Budget Change:

This request is to increase overtime and fringe benefits to reflect participation in a multi-jurisdictional OWI grant from the Wis. DOT BOTS Office. This grant is administered by the Green Bay Police Dept. and runs through Sept. 2015. Increased expenses are offset by grant revenue.


This is an annual grant program that has been provided to the City and other jurisdictions in prior years. However, it was not included in the 2015 budget because the amount had not been determined when the budget was created. This adjustment is for only the calendar year 2015 portion - est. to be \$23,000.

Increase revenues \$23,000 offset by increase in expenses of \$23,000. No tax levy effect.

Increase	Decrease	Account #	Account Title	Amount
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.074.070.4301	Federal grants	\$23,000
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.074.070.5103.000	Premium overtime	\$19,550
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.074.070.5110.100	Fringe benefits - FICA	\$3,450
<input type="checkbox"/>	<input type="checkbox"/>			


 Signature of Department Head
 Department: Sheriff
 Date: 04/17/15

AUTHORIZATIONS


 Signature of DOA or Executive
 Date: 4/21/15

Revised 4/1/14

BUDGET ADJUSTMENT REQUEST

15-32

Category

Approval Level

- | | |
|---|---|
| <input type="checkbox"/> 1 Reallocation from one account to another in the same level of appropriation | Dept Head |
| <input type="checkbox"/> 2 Reallocation due to a technical correction that could include: <ul style="list-style-type: none"> • Reallocation to another account strictly for tracking or accounting purposes • Allocation of budgeted prior year grant not completed in the prior year | Director of Admin |
| <input type="checkbox"/> 3 Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation | County Exec |
| <input type="checkbox"/> 4 Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.) | County Exec |
| <input type="checkbox"/> 5 a) Reallocation of <u>up to 10%</u> of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts) | Admin Committee |
| <input type="checkbox"/> 5 b) Reallocation of <u>more than 10%</u> of the funds original appropriated between any of the levels of appropriation. | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 6 Reallocation between two or more departments, regardless of amount | Oversight Comm
2/3 County Board |
| <input checked="" type="checkbox"/> 7 Any increase in expenses with an offsetting increase in revenue | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 8 Any allocation from a department's fund balance | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 9 Any allocation from the County's General Fund | Oversight Comm
Admin Committee
2/3 County Board |

Justification for Budget Change:

This request is to increase overtime and fringe benefits to reflect participation in a Wis. DOT BOTS Alcohol enforcement grant. This grant runs June 1 – Aug 31, 2015 only. Increased expenses are offset by grant revenue. This grant was not included in the 2015 budget because it had not been determined if it would be funded until recently.

Increase revenues \$19,850 offset by increase in expenses of \$19,850. No tax levy effect.

Increase	Decrease	Account #	Account Title	Amount
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.074.070.4301	Federal grants	\$19,850
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.074.070.5103.000	Premium overtime	\$16,870
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.074.070.5110.100	Fringe benefits – FICA	\$2,980
<input type="checkbox"/>	<input type="checkbox"/>			

AUTHORIZATIONS

Signature of Department Head
 Department: Sheriff
 Date: 04/17/15

Signature of BOA or Executive
 Date: 4/21/15

Revised 4/1/14

BUDGET ADJUSTMENT REQUEST

15-33

Category

Approval Level


- | | |
|---|---|
| <input type="checkbox"/> 1 Reallocation from one account to another in the same level of appropriation | Dept Head |
| <input type="checkbox"/> 2 Reallocation due to a technical correction that could include: <ul style="list-style-type: none"> • Reallocation to another account strictly for tracking or accounting purposes • Allocation of budgeted prior year grant not completed in the prior year | Director of Admin |
| <input type="checkbox"/> 3 Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation | County Exec |
| <input type="checkbox"/> 4 Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.) | County Exec |
| <input type="checkbox"/> 5 a) Reallocation of <u>up to 10%</u> of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts) | Admin Committee |
| <input type="checkbox"/> 5 b) Reallocation of <u>more than 10%</u> of the funds original appropriated between any of the levels of appropriation. | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 6 Reallocation between two or more departments, regardless of amount | Oversight Comm
2/3 County Board |
| <input checked="" type="checkbox"/> 7 Any increase in expenses with an offsetting increase in revenue | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 8 Any allocation from a department's fund balance | Oversight Comm
2/3 County Board |
| <input type="checkbox"/> 9 Any allocation from the County's General Fund | Oversight Comm
Admin Committee
2/3 County Board |

Justification for Budget Change:


This budget adjustment increases revenues and expenses for participation in a 2015 training grant passed through the Wisconsin Emergency Management for NTOA SWAT Team Leader Development. The grant funds the cost of attending a national conference. There is no match requirement and no cost to the county.

Increase in travel/training expenses \$1,500, offset by increase in grant revenues of \$1,500. No levy impact

Increase	Decrease	Account #	Account Title	Amount
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.074.074.5340	Travel and training	1,500
<input checked="" type="checkbox"/>	<input type="checkbox"/>	100.074.074.4301	Federal grants	1,500
<input type="checkbox"/>	<input type="checkbox"/>			
<input type="checkbox"/>	<input type="checkbox"/>			


 Signature of Department Head
 Department: SWAT
 Date: 04/17/15

AUTHORIZATIONS


 Signature of DOA or Executive
 Date: 4/21/15

Revised 4/1/14

BUDGET ADJUSTMENT REQUEST

15-35

Category

- ☐ 1 Reallocation from one account to another in the same level of appropriation
- ☐ 2 Reallocation due to a technical correction that could include:
 - Reallocation to another account strictly for tracking or accounting purposes
 - Allocation of budgeted prior year grant not completed in the prior year
- ☐ 3 Any change in any item within the Outlay account which does not require the reallocation of funds from another level of appropriation
- ☐ 4 Any change in appropriation from an official action taken by the County Board (i.e. resolution, ordinance change, etc.)
- ☐ 5 a) Reallocation of up to 10% of the originally appropriated funds between any levels of appropriation (based on lesser of originally appropriated amounts)
- ☐ 5 b) Reallocation of more than 10% of the funds original appropriated between any of the levels of appropriation.
- ☐ 6 Reallocation between two or more departments, regardless of amount
- ☒ 7 Any increase in expenses with an offsetting increase in revenue
- ☐ 8 Any allocation from a department's fund balance
- ☐ 9 Any allocation from the County's General Fund

Approval Level

Dept Head
Director of Admin

County Exec

County Exec

Admin Committee

Oversight Comm
2/3 County Board

Oversight Comm
2/3 County Board

Oversight Comm
2/3 County Board

Oversight Comm
Admin Committee
2/3 County Board

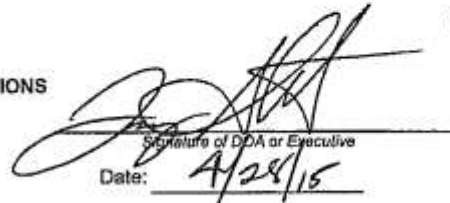
Justification for Budget Change:

The new Adventure Center building will be complete June 1, 2015 and we would like the ability to sell water, soda and other sports drinks out of the building, as well as prepackaged foods. This will require an increase of \$1,000 in vending expenses (643.057.001.5315) to purchase the products with an anticipated increase of \$1,000 in vending revenue (643.057.001.4601.004).

Increase	Decrease	Account #	Account Title	Amount
<input checked="" type="checkbox"/>	<input type="checkbox"/>	643.057.001.5315	Vending Expenses	\$1,000
<input checked="" type="checkbox"/>	<input type="checkbox"/>	643.057.001.4601.004	Vending Sales Revenue	\$1,000
<input type="checkbox"/>	<input type="checkbox"/>			
<input type="checkbox"/>	<input type="checkbox"/>			


Signature of Department Head

AUTHORIZATIONS


Signature of DCA or Executive
Date: 4/28/15

Department: Parks
Date: 4/24/15

Revised 4/1/14

**No. 10b -- RESOLUTION SUPPORTING THE PROTECTIVE STATUS OF COUNTY
CORRECTION OFFICERS FOR WRS PURPOSES**

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, the Brown County Board of Supervisors unanimously passed a resolution supporting a proposed change to Wisconsin Statutes Chapter 40, allowing counties to make the determination as to protective occupation status for their county jailers, detention officers and corrections officers, without finding them as active law enforcement and without granting them full bargaining rights under Wis. Stat. §111.70, keeping within the intent of the implementation of Act 10 on January 15, 2014; and,

WHEREAS, changing Wisconsin Statutes Chapter 40 would enable the Brown County Board to vote on allowing Correctional Officers Protective Status for the purposes of Wisconsin Retirement System ("WRS") so they can retire at age 52 versus 57; and,

WHEREAS, Senator Hansen and Assemblymen Bies introduced Senate Bill 663, and Assembly Bill 669 in the 2013-2014 Legislative session which would enable counties the opportunity to vote on allowing Correctional Officers Protected status; and,

WHEREAS, no committee hearing or committee vote was allowed on the proposal in the 2013-2014 Legislative session; and

WHEREAS, the new 2015-2016 Legislative Session has started and State Assemblyman Mark Born drafted a similar bill to SB663 and AB669; and

WHEREAS, the Brown County Board believes the intent of the original bill matches the wishes of the Brown County Board's resolution;

NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors support the original 2013-2014 legislative version, and requests its Brown County Legislative Delegation and Author to do everything possible to bring the bill forward to the floor for a vote.

BE IT FURTHER RESOLVED, that the Brown County Board of Supervisors requests the Brown County Legislative delegation to draft and send a joint letter in support of the bill requesting their respective leadership to bring the proposed bill to the floor for a vote.

BE IT FURTHER RESOLVED, that the Brown County Board of Supervisors requests that the final version of the bill match the intent of this resolution.

BE IT FURTHER RESOLVED, that a copy of this Resolution be sent to Brown County's State Representatives, the Wisconsin Counties Association and the Sheriffs Association.

Respectfully submitted,

BROWN COUNTY BOARD OF SUPERVISORS

Approved as to form by Corporation Counsel.

Fiscal Impact: This resolution does not require an appropriation from the General Fund.

A motion was made by Supervisor Sieber and seconded by Supervisor Nicholson **“to adopt”**.
Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Troy Streckenbach, County Executive Date: 06/01/2015

**No. 10c -- RESOLUTION REQUESTING APPROVAL FOR BROWN COUNTY TO
ACCEPT DONATIONS RELATING TO THE “DISCOVER BROWN COUNTY:
SUMMER PASSPORT 2015” PROGRAM**

WHEREAS, during the months of June, July and August 2015, the Brown County Executive Office will be launching Discover Brown County: Summer Passport 2015, a program aimed at encouraging Brown County residents to get active this summer through utilization of the many resources that Brown County (“County”) has to offer (“Program”); and

WHEREAS, Brown County residents who participate in said Program will be provided with free passports that are filled with a variety of activities offered to the public through the Brown County Golf Course, Brown County Library, Brown County Parks Department, Brown County UW-Extension Office, Neville Public Museum and the New Zoo, including its Adventure Park opening on May 18, 2015; and

WHEREAS, as participants of the Program complete the activities listed on their free passports, they will be given a passport stamp from the aforementioned location that correlates therewith, which will, in turn, qualify them for monthly prizes, an incentive designed to benefit the public by encouraging them to get out, get active and challenge their minds; and

WHEREAS, to get the word out in advance of the Program’s launch date, the attached document was sent to local businesses throughout the County informing them of the same and providing them with an opportunity to further support the Program through monetary donations or advertising assistance; and

WHEREAS, in response thereto and in furtherance of the public benefit associated therewith, businesses have already begun sending monetary donations to the County, in support of the Program, gratuitously and absent any legal obligation to, or exchange of consideration for, the same (“Donations”); and

WHEREAS, these Donations, as well any additional Donations that may be submitted in regards hereto, will benefit the County; specifically, its residents because it will assist in encouraging awareness of and participation in the County’s recreational resources, as well as benefit the public welfare by promoting exercise, learning and socialization throughout the community; and

WHEREAS, per Wis. Stat., § 59.52(19), the Brown County Board of Supervisors is authorized to accept donations, gifts or grants for any public governmental purpose within the powers of the County, and thus, has the authority to accept the pending Donations, as well as any Donations in support of the Program that are submitted subsequent hereto.

NOW, THEREFORE, BE IT RESOLVED, that the Brown County Board of Supervisors, in accordance with Wis. Stat., § 59.52, hereby authorizes the County to accept any and all Donations that are submitted in support of the Program, so long as used in furtherance of the public benefit associated therewith.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Brown County Board of Supervisors, in accordance with Chapter 59 of the Wisconsin Statutes, authorizes the County Executive's Office or a capable delegate thereof, to accept said Donations on behalf of the County and to distribute them accordingly.

Respectfully submitted,

ADMINISTRATION COMMITTEE

Authored By: Corporation Counsel
Final Draft Approved as to form by Corporation Counsel

Fiscal Note: This resolution does not require an appropriation from the General Fund. This resolution allows the County to accept donations for the program.

A motion was made by Supervisor Schadewald and seconded by Supervisor Jamir **"to adopt"**. Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10c
ON THE FOLLOWING PAGES



During the months of June, July and August, Brown County will be launching **Discover Brown County: Summer Passport 2015**. The passports are free and filled with activities to inspire residents to get actively involved in county activities.

There are three activity categories; **MOVE, LEARN** and **PLAY** that correlate with different activities each month. As participants complete events on the activity checklist and collect their passport stamps at each location, they will have the opportunity to win monthly prizes. This summer event calendar is designed to encourage fun, challenge the mind and be active while enjoying all that Brown County has to offer.

Summer passports can be picked up at the following Brown County locations: Brown County Golf Course, Brown County Library, Brown County Parks, Brown County UW-Extension, Neville Public Museum, and the NEW Zoo and Adventure Park starting May 18th.

I would like to provide a monetary donation to Discover Brown County in the amount of

- ☐ \$250 ☐ \$500 ☐ \$1,000 ☐ \$1,500 ☐ \$2,000
- ☐ I cannot provide a monetary donation at this time but would like to help spread the word about Discover Brown County through social media and advertising

My donation will be provided by March 31st in person or by mail to:



Attn: Ali Kettner
305 East Walnut Street, Suite 680
PO Box 23600
Green Bay, WI 54115

Move•Learn•PLAY

Your company may be used in media mentions, on Brown County's Facebook and Twitter, along with the Brown County website. Your logo will also be printed in the Discover Brown County Passports.

Please email this form along with a .jpeg of your logo to Kettner_Am@co.brown.wi.us if you would like to donate.

Contact Person _____ Phone Number (____) _____

Email _____ Signature _____

CORPORATION COUNSEL

Brown County

305 E. WALNUT STREET
P.O. BOX 23800
GREEN BAY, WISCONSIN 54305-3600

PHONE (920) 448-4006 FAX (920) 448-4003

Kristen M. Hooker

DEPUTY CORPORATION COUNSEL

hooker_km@co.brown.wi.us

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: April 14, 2015
REQUEST TO: Administration Committee
MEETING DATE: April 23, 2015
REQUEST FROM: Ali Kettner, Brown County Executive Office, Executive Assistant
REQUEST TYPE: ☒ New resolution ☐ Revision to resolution
☐ New ordinance ☐ Revision to ordinance

TITLE: Resolution Requesting Approval for Brown County to Accept Donations Relating to the "Discover Brown County: Summer Passport 2015" Program

ISSUE/BACKGROUND INFORMATION: This is a Resolution requesting approval for Brown County to accept Donations submitted in support of its Discover Brown County: Summer Passport 2015 program, which is being launched this summer to encourage Brown County residents to get out and get active through utilization of Brown County's recreational resources.

ACTION REQUESTED: Approval of said Resolution

FISCAL IMPACT: This Resolution does not require an appropriation from the General Fund.

NOTE: This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.

1. Is there a fiscal impact? ☐ Yes ☐ No
 - a. If yes, what is the amount of the impact? \$ _____
 - b. If part of a bigger project, what is the total amount of the project? \$ _____
 - c. Is it currently budgeted? ☐ Yes ☐ No
 1. If yes, in which account? _____
 2. If no, how will the impact be funded? _____

☒ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED

Very truly yours,
s/ Kristen M. Hooker _____
Kristen M. Hooker

No. 10d -- RESOLUTION REGARDING CHANGE IN TABLE OF ORGANIZATION FOR THE ADMINISTRATION DEPARTMENT SENIOR BUYER

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, the Human Resources department has received a table of organization change request from the Department of Administration; and

WHEREAS, the Purchasing Manager position in the Administration department table of organization became vacant on April 17, 2015; and

WHEREAS, the Human Resources department in conjunction with the Administration department reviewed the duties and responsibilities of the position as well as the needs of the department; and

WHEREAS, a thorough study was completed and it was determined that a more technical position that could focus on the operational needs of the department without performing supervisory duties would better fit the needs of the department; and

WHEREAS, the Risk Manager currently supervises the Purchasing Manager position and will continue to provide supervision of the Purchasing division; and

WHEREAS, Human Resources in conjunction with the Administration department recommend the deletion of (1.00) FTE Purchasing Manager position and the addition of 1.00 FTE Senior Buyer position in the Administration department table of organization; and

WHEREAS, Human Resources researched similar Senior Buyer positions in the local market and referenced the U.S. Department of Labor Occupational Outlook Handbook for comparison data to ensure internal and external equity. It is recommended that the Senior Buyer position be placed in Pay Grade 18 of the Brown County Classification and Compensation Plan, with the salary range of \$52,599 - \$62,707.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the deletion of (1.00) FTE Purchasing Manager position and the addition of 1.00 FTE Senior Buyer position in the Administration department table of organization.

BE IT FURTHER RESOLVED, the Senior Buyer position be placed in Pay Grade 18 of the Brown County Classification and Compensation Plan.

Budget Impact: Administration Department

Partial Year Budget Impact (6/1/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total
Purchasing Manager	(1.00)	Deletion	\$(38,147)	\$(15,113)	\$(53,260)
Senior Buyer	1.00	Addition	\$ 32,172	\$ 14,193	\$ 46,365
Partial Year Budget Impact			\$(5,975)	\$ (920)	\$ (6,895)

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Purchasing Manager	(1.00)	Deletion	\$(66,123)	\$(26,196)	\$(92,319)
Senior Buyer	1.00	Addition	\$ 55,765	\$ 24,602	\$ 80,367
Annualized Budget Impact			\$(10,358)	\$(1,594)	\$(11,952)

Fiscal Note: This resolution does not require an appropriation from the General Fund. This resolution creates a budget savings of \$6,895 in the 2015 Budget.

Respectfully submitted,
ADMINISTRATION COMMITTEE
EXECUTIVE COMMITTEE

Authored by Human Resources
Approved as to form by Corporation Counsel

A motion was made by Supervisor De Wane and seconded by Supervisor Sieber **“to adopt”**.
Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10D

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: 04/13/15
REQUEST TO: Administration Committee
MEETING DATE: 04/23/15
REQUEST FROM: Warren Kraft
Human Resources Director

REQUEST TYPE: ☒ New resolution ☐ Revision to resolution
☐ New ordinance ☐ Revision to ordinance

TITLE: Resolution Regarding Change in Table of Organization for the Administration Department
(Senior Buyer)

ISSUE/BACKGROUND INFORMATION:

There is currently a vacant Purchasing Manager position in the Administration department table of organization. A review of the duties of the position as well as the needs of the department was conducted.

ACTION REQUESTED:

The deletion of (1.00) FTE Purchasing Manager position and the addition of 1.00 FTE Senior Buyer position in the Administration department table of organization.

FISCAL IMPACT:

NOTE: This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.

2. Is there a fiscal impact? ☒ Yes ☐ No
- a. If yes, what is the amount of the impact? Savings of \$ 6,895 Partial Year / \$11,952 Annualized
- b. If part of a bigger project, what is the total amount of the project? \$_____
- c. Is it currently budgeted? ☐ Yes ☐ No
1. If yes, in which account? _____
2. If no, how will the impact be funded?

☒ **COPY OF RESOLUTION OR ORDINANCE IS ATTACHED**

**BROWN COUNTY
POSITION DESCRIPTION**

POSITION TITLE: SENIOR BUYER
REPORTS TO: RISK MANAGER
DEPARTMENT: ADMINISTRATION – PURCHASING

JOB SUMMARY:

Under supervision, performs advanced level work; coordinates and implements the county's procurement of goods and services to maximize cost savings and quality; administers the negotiated contracts for services in accordance with the County's policies and procedures and with federal and state rules and regulations; educates County departments as needed in County procurement policies and performs other duties as required.

ESSENTIAL DUTIES:

Purchases a wide variety of supplies, equipment, materials and services; determines the most appropriate method of procurement using established procedures; and facilitates the procurement process.

Maintains a record of, and monitors purchasing agreements to determine when agreements expire; ensures quality of service; investigates and resolves problems and assists County departments with utilizing the approved contracts.

Conducts multi-department purchases; drafts combined specifications that meet the needs of participants; conducts cost analyses; and makes appropriate recommendations.

Facilitates and assists departments with the request for proposal (RFP), request for quote (RFQ), request for bid (RFB) and offer to purchase (OTP) process including assisting in drafting of each; communication with vendors, and facilitating the selection process.

Drafts and coordinates legal notices and posting of bid documents; obtains wage rate determinations for applicable projects, tabulates bids and conducts cost analyses; evaluates bids for compliance with specifications; and awards to the lowest responsible bidder for RFBs.

Reviews records pertaining to items purchased, cost, delivery and product performance.

Contacts vendors to verify product descriptions, numbers, check pricing and availability to requested commodities.

Seeks standardization of items purchased, and utilizes other means to best meet the needs of departments to secure greater value.

Keeps informed on purchasing and marketing trends, including products and prices, and assists departments in the preparation of annual capital expenditures budget by providing cost information for supplies, materials, goods, and services.

Disposes of surplus, obsolete and salvageable materials by negotiation, by soliciting bids or auctions goods when appropriate.

Analyzes routine procurements to determine if the County would benefit from competitive procurement procedures, cooperative purchasing contracts or collaborative purchases with other municipalities; coordinates the County's participation in joint purchasing efforts.

Establishes and maintains effective working relations with departments, vendors, co-workers and the public including maintaining vendor solicitations on the internet.

Provides training and guidance to departments for County's ERP software.

Educates and provides necessary guidance to County departments to ensure compliance with County procurement policies.

Retains purchasing records and processes any applicable open records request as required by Wisconsin Open Records Law.

Networks with other public sector purchasers, including, members in the Wisconsin Association for Public Procurement, to identify purchasing "best practices" and opportunities for leveraged procurements.

Reviews purchasing activity to insure departments are using contracts that have been negotiated, where applicable.

Ensures vendors supply evidence of required insurance coverage.

Assists in the development, implementation, and revision of purchasing policies and procedures.

Conducts negotiations in the administration of purchases; negotiates issues in the development of contracts as directed; and may negotiate the price, terms, and conditions of purchases as necessary.

NON-ESSENTIAL DUTIES:

Performs other duties as assigned.

MATERIALS AND EQUIPMENT USED:

General office equipment

Computer

Calculator

MINIMUM QUALIFICATIONS REQUIRED:**Education and Experience:**

Graduation from a recognized college or university with a Bachelor's degree in business or public administration, accounting, finance, or a closely related field.

Five (5) years of progressively responsible and professional work experience in purchasing, preferably in the public sector.

CPM, CPPB and/or CPPO certification preferred.

Knowledge, Skills and Abilities:

Considerable knowledge of purchasing practices and procedures and of approved inspection and shipping methods.

Considerable knowledge of market research methods including use of the internet.

Working knowledge of the laws, rules and regulations pertaining to governmental purchasing.

Working knowledge of the Model Procurement Code and the Uniform Commercial Code.

Working knowledge of the principles and practices of large-volume, competitive purchasing and cost-benefit analysis.

Working knowledge of sources of supply and current prices and market trends.

Working knowledge of automated procurement systems and other data processing capabilities and applications relating to purchasing functions.

Working knowledge of the standard types, forms and legal requirements of contracts.

Ability to exercise proper professional judgment in the analysis of bids and specifications when making awards.

Ability to understand, follow and remember involved written and oral instructions, policies and procedures, while performing tasks effectively and maintaining a high level of accuracy and attention to detail.

Ability to take control of difficult situations by anticipating problems, analyzing alternative solutions and initiating appropriate corrective measures within established regulations, prescribed policies and procedures under stressful conditions.

Ability to devise, test and compute mathematical formulas for the evaluation of bids.

Ability to interpret and explain work-related procedures in a helpful and courteous manner.

Ability to utilize spreadsheet, word processing and automated procurement applications.

Ability to communicate effectively, both orally and in writing, and present procurement data, alternatives, reports and recommendations.

Ability to interpret and implement policies and procedures and maintain accurate and detailed records.

Ability to establish and maintain effective working relations.

Ability to coordinate and prioritize multiple activities.

PHYSICAL DEMANDS:

Ability to lift 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds.

Intermittent standing, walking and sitting; occasional driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and operating controls.

Occasional bending, twisting, squatting, climbing and reaching.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

This position description should not be interpreted as all inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description.

Revised: 04/13/15

**No. 10e -- RESOLUTION TO APPROVE ACQUISITION OF PROPERTY WITHIN THE
VILLAGE OF HOWARD TO PROVIDE TRAIL CONNECTIVITY**

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, Wisconsin Central Railway owns property located between Packerland Drive and Duck Creek, parcel numbers VH-727 and VH-692, historically these parcels were a portion of the Fort Howard Military Reserve 301, 302 and 303, which parcels are currently abandoned railway corridor; and,

WHEREAS, the State of Wisconsin had plans to develop these parcels as recreational trails as part of the Rails-To-Trails Act, with Brown County as the managing partner who would develop, operate and maintain the trail for recreational purposes, but the State is unable to proceed with the purchase of said abandoned railway corridor due to budget constraints; and,

WHEREAS, the Wisconsin Department of Natural Resources has inquired as to whether Brown County is interested in purchasing, developing and overseeing the operation of this property as a public trail; and,

WHEREAS, the purchase and development of the trail property would be consistent with Brown County's Comprehensive Plan approved October 20, 2004, 2008-2013 Brown County's Open Space and Recreation Plan approved August 20, 2008, with Board extension through 2015, the 2035 Green Bay Metropolitan Planning Organization Long-Range Transportation Plan approved November 3, 2010 and the Brown County Bicycle and Pedestrian Plan approved April 6, 2011; and,

WHEREAS, the development of this property would connect to the Newton-Blackmore State Recreational Trail already in existence between Seymour and New London and will serve as trail connection directly into Pamperin Park; and,

WHEREAS, the proposed purchase would be approximately .75 mile in length and could be maintained by the existing staff at Pamperin Park since it is immediately adjacent to the Park; and,

WHEREAS, the property has been appraised at \$212,000 in 2012, with an additional cost of approximately \$100,000 for development of the trail; and,

WHEREAS, the Brown County Parks Department would not have funds available to subsidize any of the expenses related to the purchase of said property, and would require 100% of funding to come from grants or Non-governmental Organizational funding assistance; and,

WHEREAS, the State of Wisconsin informed Brown County that there are grant monies and assistance available for the purchasing and developing of said property through the state.

NOW, THEREFORE, BE IT RESOLVED that the Brown County Board of Supervisors approves the acquisition of the property within the Village of Howard, located between Packerland Drive and Duck Creek, parcel numbers VH-727 and VH-692, which historically are within a portion of the Fort Howard Military Reserve 301, 302 and 303, which parcels are currently abandoned railway corridor.

BE IT FURTHER RESOLVED that the acquisition of this property is contingent on 100% of the funding coming from grants, the state or other governmental agency or Non-governmental Organizational funding assistance.

Fiscal Note: This resolution does not require an appropriation from the general fund. The purchase will only be funded by non-County dollars.

Respectfully submitted,

EDUCATION & RECREATION
COMMITTEE

Authored by Corporation Counsel
Approved as to Form by Corporation Counsel

A motion was made by Supervisor Blom and seconded by Supervisor Landwehr **“to adopt”**.
Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Troy Streckenbach, County Executive

Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10E

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: May 20, 2015

REQUEST TO: Brown County Board of Supervisors

MEETING DATE: May 20, 2015

REQUEST FROM: Education and Recreation Committee

REQUEST TYPE: ☒ New resolution ☐ Revision to resolution
☐ New ordinance ☐ Revision to ordinance

TITLE: Resolution To Approve Acquisition of Property within the Village of Howard to provide Trail Connectivity

ISSUE/BACKGROUND INFORMATION:

This is a Resolution to approve the acquisition of abandoned railway corridor property in the Village of Howard to connect with the Newton-Blackmore State Recreational Trails between Seymour and New London .

ACTION REQUESTED:

The Education and Recreation Committee desires approval of the County Board of Supervisors for the acquisition of the railroad corridor property so that there is trail connection directly into Pamperin Park.

FISCAL IMPACT:

NOTE: This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.

1. Is there a fiscal impact? ☐ Yes ☒ No
- a. If yes, what is the amount of the impact? \$ _____
- b. If part of a bigger project, what is the total amount of the project? \$ _____

- c. Is it currently budgeted? ☐ Yes ☐ No
1. If yes, in which account? _____
2. If no, how will the impact be funded? **Non-County Funds**

☒ COPY OF RESOLUTION OR ORDINANCE IS ATTACHED

No. 10f -- TAKEN OUT OF ORDER.

**No. 10g -- RESOLUTION RE: AUTHORITY TO EXECUTE A 2015 LABOR AGREEMENT
WITH THE BROWN COUNTY HUMAN SERVICES PROFESSIONAL
EMPLOYEES ASSOCIATION**

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

BE IT RESOLVED by the Brown County Board of Supervisors, that the County Executive and County Clerk be and are hereby authorized to execute a one (1) year labor agreement on behalf of Brown County with the Brown County Human Services Professional Employees Association for the year 2015 effective January 1, 2015.

BE IT FURTHER RESOLVED that the funds to cover the costs resulting from the adoption of this resolution shall be made available from funds budgeted for this purpose.

1. Article 2. WAGE SCHEDULE

Revise to reflect:

Effective the first day of the pay period that includes January 1, 2015:

1.5% increase in total base wages for employees with a start date of December 31, 2014, or prior.

2. DURATION OF AGREEMENT

One year agreement (2015)

Fiscal Note: This resolution does not require an appropriation from the general fund. The wage increase was included in the 2015 budget.

Respectfully submitted,

EXECUTIVE COMMITTEE

Authored by Human Resources

Approved as to form by Corporation Counsel

A motion was made by Supervisor Dantine and seconded by Supervisor Van Dyck **“to adopt”**.
Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Troy Streckenbach, County Executive

Date: 05/26/2015

ATTACHMENT TO RESOLUTION #10G

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: 04/24/15
REQUEST TO: Executive Committee
MEETING DATE: 05/11/15
REQUEST FROM: Warren Kraft
Human Resources Director

REQUEST TYPE: ☒ New resolution ☐ Revision to resolution
☐ New ordinance ☐ Revision to ordinance

TITLE: Resolution Regarding Authority to Execute a 2015 Labor Agreement with the Brown County Human Services Professional Employees Association

ISSUE/BACKGROUND INFORMATION:

Brown County and the Brown County Human Services Professional Employees Association have reached an agreement on their 2015 labor agreement.

ACTION REQUESTED:

Authority to execute a 2015 labor agreement with the Brown County Human Services Professional Employees Association.

FISCAL IMPACT:

NOTE: This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.

3. Is there a fiscal impact? ☒ Yes ☐ No
- a. If yes, what is the amount of the impact?
- b. If part of a bigger project, what is the total amount of the project? \$_____
- c. Is it currently budgeted? ☒ Yes ☐ No
1. If yes, in which account? The increase was included in the 2015 budget.
2. If no, how will the impact be funded?

☒ **COPY OF RESOLUTION OR ORDINANCE IS ATTACHED**

No. 10h -- TAKEN OUT OF ORDER

No. 10i -- RESOLUTION RE: CHANGE IN TABLE OF ORGANIZATION FOR U.W. EXTENSION WORKFORCE DEVELOPMENT AGRICULTURE STUDENT INTERN

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, the U.W. Extension office has received funds from an East Metro U.W. Extension Resources Regional Management Grant for implementation of agriculture literacy and workforce development; and

WHEREAS, the object of this grant is to create workforce development educational resources about agricultural careers by gaining practical experiences on farms and with various agricultural companies and use this knowledge to create resources like booklets, videos and a website to educate others about types of agricultural jobs available in Brown County; and

WHEREAS, the U.W. Extension office has requested the addition of 0.18 FTE Workforce Development Agriculture Student Intern to fulfill the requirements of this grant as well as aiding a student in completing their educational requirements; and

WHEREAS, current staff cannot absorb these duties and the grant could not be fulfilled without the addition of a student intern; and

WHEREAS, Human Resources in conjunction with the U.W. Extension office recommend the addition of 0.18 FTE Workforce Development Agriculture Student Intern to the U.W. Extension table of organization; and

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the addition of 0.18 FTE Workforce Development Agriculture Student Intern to the U.W. Extension table of organization; and

BE IT FURTHER RESOLVED, should the funding end, or not cover the full cost of 0.18 FTE Workforce Development Agriculture Student Intern, the position will end and be eliminated from the U.W. Extension table of organization.

Budget Impact:
U.W. Extension

Partial Year Budget Impact (07/01/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total
Workforce Development Agriculture Student Intern	0.18	Addition	\$2,314	\$ 182	\$2,496
Partial Year Budget Impact			\$2,314	\$ 182	\$2,496

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Workforce Development Agriculture Student Intern	0.18	Addition	\$4,628	\$ 364	\$4,992
Annualized Budget Impact			\$4,628	\$ 364	\$4,992

Fiscal Note: This resolution does not require an appropriation from the General Fund. The funding source is a Resources Regional Management Grant from East Metro U.W. Extension.

Respectfully submitted,

PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE
EXECUTIVE COMMITTEE

Authored by Human Resources
Approved as to form by Corporation Counsel

A motion was made by Vice Chair Lund and seconded by Supervisor Dantine “to adopt”.
Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10i

**BROWN COUNTY
POSITION DESCRIPTION**

POSITION DESCRIPTION: WORKFORCE DEVELOPMENT AGRICULTURE STUDENT
INTERN

REPORTS TO: UW-EXTENSION AGRICULTURE EDUCATOR

DEPARTMENT: UW-EXTENSION

JOB SUMMARY:

Create workforce development educational resources about agricultural careers by gaining practical experiences on farms and with various agricultural companies. Build resources to educate others about types of agricultural jobs available in Brown County, experience and educational requirements needed to qualify for these jobs, and roadmaps describing recommendations for obtaining desired careers.

ESSENTIAL DUTIES:

Gain practical experiences on farms and with various agricultural companies or “shadow” days.

Complete questionnaires and interviews to develop educational resources.

Develop educational resources including: agricultural careers booklet, website resources, and video resources.

Help plan and facilitate workshops, meetings, and other educational outreach opportunities.

Assist with evaluating and completing a summary about the program.

NON-ESSENTIAL DUTIES:

Performs related functions as assigned.

MATERIALS AND EQUIPMENT:

General office equipment

Computer / Software
Digital Camera

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

High School Diploma; Currently pursuing an Associates or undergraduate degree in agriculture, biology, communications, natural resources or a related subject area; or any equivalent combination of education, training and experience which provides the necessary knowledge, skills and abilities.

Licenses and Certifications:

Valid Wisconsin Driver's License

Knowledge, Skills, and Abilities:

Excellent communications skills, ability to communicate effectively both orally and in writing.

Interest in learning more about agricultural careers

Knowledge of and ability to utilize a computer and the required software.

Ability to plan, promote, implement, evaluate, and report educational programs.

Ability to understand and work effectively with a wide variety of clientele.

Ability to work well as a member of a team.

Ability to maintain a high level of organization and leadership.

Ability to establish and maintain effective working relationships with staff and the public.

Ability to make individual arrangements for transportation adequate to meet position responsibilities and essential job functions.

Ability to work the required hours of the position.

Administrative Accountability:

The Workforce Development Agriculture Student Intern will be accountable to the UW-Extension Brown County Agriculture Educator for programmatic leadership and the Brown County UW-Extension Department Head for administrative issues.

PHYSICAL DEMANDS:

Lifting 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Intermittent standing, walking, and sitting; occasional driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and operating controls.

Occasional bending, twisting, squatting, climbing, reaching, and grappling.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

Withstanding temperature changes in the work environment.

This position description should not be interpreted as all-inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description.

Revised: 04/03/15



UW-Green Bay Campus
Cofrin Library 750J
2420 Nicolet Drive
Green Bay, WI 54311-7001
920-485-2147
920-485-5074 (fax)
711 for Wisconsin Relay

East-Metro Regional Director

March 23, 2015

Dear Liz:

Congratulations! The Resource Management Team supports your proposal titled: "**Agriculture Literacy and Workforce Development: Exploring Careers in Agriculture**" in the amount of **\$8,000**.

If your plans change and you are unable to use the funds in the manner that you outlined, please contact karen.smiley@ces.uwex.edu as soon as possible.

Please note that the planning team had the following questions/comments about your report:

- How you are planning to recruit: Job Fairs, etc?
- The translation service cost seems low. Please explain whether this is the going rate in Brown County or you are getting additional funding from others (Dean's Office, etc.)

You can email this information to Karen Smiley.

The projector screen, camcorder and video editing software need to be purchased through the state (we cannot do a lump sum payment to the county for these items). We need to follow state guidelines for these purchases. Please note that these items remain the property of the state. They can be kept in the county office, but when they are no longer in use, they must be returned to the regional office for disposal. Since the only other purchase is the speakers, we can purchase everything through the state. Please work with Karen Smiley to purchase the grant items.

By submitting paperwork to request these funds, you are agreeing to:

1. Submit a written report that highlights the impact of the program initiative to the regional office (to be posted on the Resource Management website), OR a poster session during the 2016 spring regional meeting. You are encouraged to include photos and/or video.
2. Include a report in a Planning & Results success story.
3. Promote the success of your project through local media. Please send us copies of any news releases and advise us of any marketing efforts on the project.

Best wishes in your programming efforts.

Sincerely,

T. Gerald Correthers
East-Metro Regional Director

University of Wisconsin, U. S. Department of Agriculture and Wisconsin counties cooperating. UW-Extension provides equal opportunities in employment and programming including Title IX and ADA.

East-Metro Region Resource Management Team:

Eloisa Gomez, Milwaukee County Director; Vijai Pandian, Brown County Hort; Cindy Muhar, Milwaukee County Family Living, Denise Retzleff, Fond du Lac County 4-H Youth; Catherine Neiswender, Winnebago County CNRED; Renee Vertin, Washington County WNEP

East-Metro Region Innovative Grant Program Budget

ITEM	UNITS	RATE	COST
Student intern 40 hours/wk x 12 weeks	1	Stipend	\$ 5,000.00
Mileage for intern	1		\$ 350.00
Printing			
Handouts	500	\$0.07/page	\$ 35.00
Career resource booklets (spiral bound)	150	\$10/each	\$ 1,500.00
Small poster	25	\$1/poster	\$ 25.00
Large poster	1	Poster	\$ 140.00
<i>For presenting at poster sessions (i.e. East-Metro all-colleague, JCEP, etc.)</i>			
Translation services			
Spanish translation/interpretation	1		\$ 150.00
Hmong translation/interpretation	1		\$ 150.00
Program supplies			
Portable projector screen	1	\$200	\$ 200.00
Camcorder	1	\$350	\$ 350.00
Video editing software	1	\$100	\$ 100.00
TOTAL			\$ 8,000.00

In-kind support

Local agribusinesses for tours/information about agricultural careers

Shared resources and audiences with entities such as Department of Workforce Development, high schools, technical colleges, East-metro colleagues

UW-Extension agents time, resources, and expertise

Mileage (Binversie)		
250 miles x \$0.46/mile		\$ 115.00

Printing		
Career resource booklets (spiral bound)	50 \$10/each	\$ 500.00



**East-Metro Region Innovative Grant Program
Calendar Year 2015
Application Form**

Project Title: Agricultural Literacy and Workforce Development: Exploring Careers in Agriculture

Funding Requested: \$ 8,000.00

Project Lead/Grant Applicant (Name & County): Liz Binversie, Brown Co. Agriculture
i) Project Collaborator(s) (if applicable): Vijai Pandian, Brown Co. Horticulture

Situation Statement

Each year, society becomes less connected with agriculture. Many do not realize there is a vast array of agricultural careers. There are many misconceptions about agricultural careers including: 1) the only careers available are for farmers and veterinarians, 2) all agriculture jobs are low paying, and 3) an individual has to grow up on a farm to be able to work in agriculture. Lastly, many counties face the issue of "Brain Drain", which is when an individual completes their education in one place but then moves away for a job. By providing agricultural career education, we will change the negative perception surrounding agricultural careers and encourage more residents to live, work, and play in the same community. Agricultural literacy is particularly important because with only 2% of the nation working on farms, there are not enough people with farming backgrounds to fill the increasing number of vacant positions as the Baby Boomer generation begins to retire. This project centers on agricultural literacy with an emphasis on workforce development. Therefore, we will hire a student intern to explore agricultural careers, gain agricultural career experience, and create resource tools including a career resource booklet, road maps to help individuals along the path to their desired career, and a website to post resources and videos.

Program Criteria:

Describe how this relates to the Cooperative Extension Purpose, Vision and Values:

Negative misconceptions about agriculture can make individuals feel isolated and excluded from being a part of agriculture. This project will foster inclusiveness to those who may not have traditional farming backgrounds through increased educational awareness of job opportunities and careers in agriculture. We will support the thriving agricultural industry that will in turn contribute economic activity at the local, regional, and state-wide level. Finally, it is our goal that these educational efforts will result in more individuals applying for and accepting positions in agriculture, in an effort to keep up with the increasing number of career vacancies for agricultural careers.

Fosters teamwork and collaboration with other agencies, campuses, or colleagues: We will work with groups including: Department of Workforce development, 4-H educators, schools, technical colleges, 4-year institutions, and graduate schools. We will collaborate with fellow extension agents who specialize in various areas—i.e. crops, soils, horticulture, and livestock—to get the best recommendations for careers and industries to explore.

Incorporates the use of other funders and/or in-kind support: This agent will provide in-kind support of mileage and printing. Local businesses will provide in-kind support by donating their time and resources. See budget for more details.

Includes a new program direction that may be replicated: This project will create a resource tool that includes a career resource booklet with career and mentor information, "road maps" to help individuals along the path to their desired career, and a user-friendly web resource tool including videos. This information could be used or adapted by other counties or regions. Also, the structure of the internship experience will be documented and available for other agents/educators to use as a model.

Focuses on reaching new audiences: Typically in agriculture, many are from farming backgrounds. For those without farming backgrounds, agricultural opportunities can be limited or non-existent. Therefore, this project aims to reach individuals, especially those without agricultural backgrounds. By working with the Department of Workforce Development, we will also be able to reach displaced workers and other underserved populations. Career resource booklets will be translated for Spanish and Hmong speakers.

Exposes potential employees to UWEX: We will explore careers within UW-Extension and expose others to the work we do. In addition, these individuals may share that information with others, thus creating a multiplier effect.

Project Objectives/Expected Outcomes: Our objectives are to 1) expose new audiences to agricultural careers, 2) create agricultural career resource tools, and 3) encourage more residents to live, work, and play locally. This project may generate cost savings to the community because as the agricultural industry prospers, so does the community by result of the increased economic activity, taxes paid by agriculture, and so on. We expect to change the perception people have about agricultural careers and encourage more to apply for those jobs.

Estimated number of participants/clients impacted inside and outside East-Metro Region: We intend to reach several hundred people directly through meetings, workshops, etc. Indirectly, it would be many more because we plan to create a web resource, post videos on YouTube, and share information with agents/educators across the 72 counties who in turn would share information with others. The numbers could potentially be in the thousands.

Project Timeline (include your planned activities)

During Summer 2015 – Fall 2015, the intern will visit agricultural and horticulture companies and farms, conduct interviews/acquire information about various agricultural and horticulture careers, and compile list of career mentors. We will create career resource booklet, videos, poster, web resources, and so on. We will host agricultural career workshops and participate at various job fairs, as well as reach out to career centers in the community, schools and colleges. We will present information proactively and on an as-requested basis and compile and review survey results. Finally, we will complete the grant report and submit to East Metro regional office

Evaluation Plan: Pre and post survey and one-on-one interviews will be conducted. Evaluation will include the following: increase in knowledge, changes in perception about agricultural careers, and ask if individuals are actively pursuing work in agriculture

Detailed budget breakdown: Funds will be paid in a lump-sum to the county. See attached budget.

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: 04/6/15
REQUEST TO: Planning, Development & Transportation Committee
MEETING DATE: 04/27/15
REQUEST FROM: Warren Kraft
Human Resources Director

REQUEST TYPE: ☒ New resolution ☐ Revision to resolution
☐ New ordinance ☐ Revision to ordinance

TITLE: Resolution Regarding Change in Table of Organization for U.W. Extension (Workforce Development Agriculture Student Intern)

ISSUE/BACKGROUND INFORMATION:

The U.W. Extension office has received funds from an East Metro U.W. Extension Resources Regional Management Grant for implementation of agriculture literacy and workforce development.

ACTION REQUESTED:

The addition of 0.18 FTE Workforce Development Agriculture Student Intern to the U.W. Extension table of organization.

FISCAL IMPACT:

NOTE: *This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.*

4. Is there a fiscal impact? ☒ Yes ☐ No
- a. If yes, what is the amount of the impact? \$2,496 Partial Year / \$4,992 Annualized
- b. If part of a bigger project, what is the total amount of the project? \$_____
- c. Is it currently budgeted? ☐ Yes ☒ No
1. If yes, in which account? _____
2. If no, how will the impact be funded? Grant funded

☒ **COPY OF RESOLUTION OR ORDINANCE IS ATTACHED**

No. 10j -- RESOLUTION RE: CHANGE IN TABLE OF ORGANIZATION FOR U.W. EXTENSION COMMUNITY GARDEN COORDINATOR

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, the demands on the U.W. Extension community garden program have increased as the number of new gardens to manage grows while continuing to maintain the existing gardens; and

WHEREAS, community garden program duties are currently being performed by Americorp Vista, however, Americorp's funding for this position will end in June, 2015; and

WHEREAS, to keep the growing program intact, the U.W. Extension office has submitted a request to add a 0.80 FTE Community Garden Coordinator position to manage the community garden effort and provide assistance to participants; and

WHEREAS, the cost of this position will be offset by the following: \$25,000 from the City of Green Bay; \$4,000 from the U.W. Extension East Metro Resource Management Grant; and \$14,000 in salary savings; and

WHEREAS, without the Community Garden Coordinator position, the program will need to be downsized or eliminated; and

WHEREAS, Human Resources in conjunction with the U.W. Extension office recommend the addition of 0.80 FTE Community Garden Coordinator position to the U.W. Extension table of organization.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, the addition of 0.80 FTE Community Garden Coordinator to the U.W. Extension table of organization; and

BE IT FURTHER RESOLVED, should the funding end, the position will end and be eliminated from the U.W. Extension table of organization.

Budget Impact:

U.W. Extension

Partial Year Budget Impact (05/01/15 – 12/31/15)	FTE	Addition/ Deletion	Salary	Fringe	Total
Community Garden Coordinator @ \$14.00/hour	0.80	Addition	\$14,560	\$10,783	\$25,343
Partial Year Budget Impact			\$14,560	\$10,783	\$25,343

Annualized Budget Impact	FTE	Addition/ Deletion	Salary	Fringe	Total
Community Garden Coordinator @ \$14.00/hour	0.80	Addition	\$21,840	\$16,174	\$38,014
Annualized Budget Impact			\$21,840	\$16,174	\$38,014

Fiscal Note: This resolution does not require an appropriation from the General Fund. The funding source for this position will be \$25,000 from the City of Green Bay, \$4,000 from the U.W. Extension East Metro Resource Management Grant, and \$14,000 in salary savings.

Respectfully submitted,
PLANNING, DEVELOPMENT &
TRANSPORTATION COMMITTEE
EXECUTIVE COMMITTEE

Authored by Human Resources
Approved as to form by Corporation Counsel

A motion was made by Supervisor Kaster and seconded by Supervisor Campbell **“to adopt”**.
Voice vote taken. Motion carried unanimously with no abstentions.

Approved by: \s\ Troy Streckenbach, County Executive Date: 05/26/2015

ATTACHMENTS TO RESOLUTION #10j

**BROWN COUNTY
CLASS SPECIFICATION**

POSITION TITLE: COMMUNITY GARDEN COORDINATOR

REPORTS TO: UW EXTENSION DEPARTMENT HEAD & NUTRITION
PROGRAM COORDINATOR

LOCATION: UW EXTENSION

JOB SUMMARY:

This position will work collaboratively with Brown County UW-Extension staff to strengthen the community garden program managed by Brown County UW-Extension. Community gardens help individuals and families get out of poverty by teaching them how to grow culturally appropriate, healthy foods. This position will be responsible for building capacity within UW-Extension as well as in neighborhoods enabling and empowering gardeners to become involved in the day-to-day operations of the gardens. Identifying educational needs and organizing educational opportunities will be another key function.

The Community Garden Coordinator will be accountable to the Brown County Nutrition Program Coordinator and the Horticulture Educator for programmatic leadership and the Brown County UW-Extension Department Head for administrative issues.

ESSENTIAL DUTIES:

Maintain and continue to build leadership within the community garden advisory committee.

Identify and follow through on leads for potential new gardens in a strategic manner.

Follow procedures and complete steps in establishing new community gardens and in maintaining existing gardens.

Build and maintain strong relationships with neighborhood associations, landowners and City of Green Bay and Brown County.

Look for opportunities to develop relationships with community gardeners, empowering them to become more involved in the day-to-day operations of gardens.

Recruit low income and diverse individuals and families to participate in community gardens.

Work with Brown County UW-Extension staff, advisory council and community partners to seek funding to sustain community garden program.

Plan, implement and evaluate educational and social events to be held on community garden sites.

Partner to increase capacity of community gardens to address food security issues impacting low income individuals and families.

Raise funds for the community garden program.

Maintain community garden website, community Garden Manual and related materials with updated information.

Promote community garden program.

Submit reports as needed.

Communicate community gardening efforts to Brown County stakeholders and residents.

NON-ESSENTIAL DUTIES:

Performs related functions as assigned.

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

Working on Associate or Bachelor's Degree in landscape horticulture program or related major, with experience in community development process, gardening, and program development, implementation and design, or any equivalent combination of education, training and experience which provides the necessary knowledge, skills and abilities

Licenses and Certifications:

Valid Wisconsin Driver's License

Knowledge, Skills and Abilities:

Knowledge of gardening.

Knowledge of community resources.

Knowledge of community development process.

Experience in organizing educational programs or events.

Knowledge in working with volunteers.

Ability to maintain records and prepare comprehensive reports.

Ability to establish and maintain effective working relationships with UW-Extension staff and the public

Knowledge of and ability to work with low-income individuals and families representing various racial/ethnic populations.

Ability to assist in seeking other funds.

Exceptional communication skills.

Strong computer skills.

PHYSICAL DEMANDS:

Lifting 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds.

Intermittent standing, walking, and sitting; occasionally driving.

Using hand(s)/feet for repetitive single grasping, fine manipulation, pushing and pulling, and operating controls.

Occasional bending, twisting, squatting, climbing, reaching and grappling.

Communicating orally in a clear manner.

Distinguishing sounds at various frequencies and volumes.

Distinguishing people or objects at varied distances under a variety of light conditions.

Withstanding temperature changes in the work environment.

This position description should not be interpreted as all-inclusive. It is intended to identify the major responsibilities and requirements of this job. The incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this description.

Revised: 04/02/15

RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: 04/16/15
REQUEST TO: Planning, Development & Transportation Committee
MEETING DATE: 04/27/15
REQUEST FROM: Warren Kraft
Human Resources Director

REQUEST TYPE: ☒ New resolution ☐ Revision to resolution
☐ New ordinance ☐ Revision to ordinance

TITLE: Resolution Regarding Change in Table of Organization for U.W. Extension (Community Garden Coordinator)

ISSUE/BACKGROUND INFORMATION:

The demands on the U.W. Extension community garden program have increased. Assistance has been provided by Americorp Vista but this position will end in mid-June. To keep the program intact, a position is needed to manage community garden effort and keep it intact.

ACTION REQUESTED:

The addition of 0.80 FTE Community Garden Coordinator to the U.W. Extension table of organization.

FISCAL IMPACT:

NOTE: This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.

5. Is there a fiscal impact? ☒ Yes ☐ No
- a. If yes, what is the amount of the impact? \$25,343 Partial Year / \$38,014 Annualized
- b. If part of a bigger project, what is the total amount of the project? \$_____
- c. Is it currently budgeted? ☐ Yes ☒ No
1. If yes, in which account? _____
2. If no, how will the impact be funded? \$25,000 from the City of Green Bay; \$4,000 from the U.W. Extension East Metro Resource Management Grant; \$14,000 in salary savings

☒ **COPY OF RESOLUTION OR ORDINANCE IS ATTACHED**

**No. 10k -- RESOLUTION RE: CONFIRMING BROWN COUNTY'S OPPOSITION TO THE
LEGALIZATION OF MARIJUANA IN THE STATE**

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

WHEREAS, marijuana is classified as a controlled substance under Wisconsin State Statutes (Schedule I Uniform Controlled Substance Act) and federal law (Schedule I of the Controlled Substances Act) and is currently defined as having no accepted medical use in the United States, a lack of accepted safety for use under medical supervision and a high potential for abuse; and;

WHEREAS, marijuana should be subject to the same research, evaluation, analysis and study as any other potential medicine, under the standards of the U.S. Food and Drug Administration (FDA); and;

WHEREAS, tetrahydrocannabinol (THC) is only one of over 400 chemicals found in the marijuana plant; and;

WHEREAS, the THC levels in marijuana have been steadily increasing over the decades, exposing the user to higher concentrations of THC with greater chance of adverse or unpredictable reactions; and;

WHEREAS, excessive marijuana use is harmful to the adolescent brain, effecting the parts of the brain that influence pleasure, memory, thinking, concentration, sensory and time perception, and coordinated movement; and;

WHEREAS, excessive marijuana use alters the brain's neurons and causes both short-term and long-term negative effects interfering with the brain's normal development and function; and;

WHEREAS, marijuana use reduces inhibitions and can lead to unsafe behavior, distorted perception, impaired coordination, and can cause difficulty with thinking, problem solving and difficulty with learning and memory; and;

WHEREAS, marijuana use causes drivers of motor vehicles to be impaired with slower reaction times, impaired judgment and problems responding to signals and sounds; and;

WHEREAS, teens who smoke marijuana regularly can see an 8 point drop in IQ by the time they reach 38 putting a person of average intelligence into the lowest third of the IQ range; and;

WHEREAS, marijuana use can lead to high school dropout and failure in college; and;

WHEREAS, the number of marijuana related emergency room visits increased by 52% between 2004 and 2011.

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors, that Brown County does not support the legalization of recreational marijuana in the state; and;**

BE IT FURTHER RESOLVED that this resolution be sent to Wisconsin State Legislators, the Wisconsin Counties Association (WCA) and all other Counties in the state.

Respectfully submitted,
PUBLIC SAFETY COMMITTEE

Fiscal Note: This resolution does not require an appropriation from the general fund.

** Amended as per the County Board on 5/20/2015.

Final Draft Approved as to form by Corporation Counsel

A motion was made by Supervisor Sieber and seconded by Supervisor Gruszynski **“to receive and place on file”**. Vote taken. Roll Call #10k(1)

Ayes: Sieber, Hoyer, Gruszynski, Buckley, La Violette, Robinson, Campbell, Fewell

Nays: De Wane, Nicholson, Haefs, Erickson, Zima, Evans, Kaye, Landwehr, Dantine, Katers, Kaster, Van Dyck, Jamir, Clancy, Moynihan, Blom, Schadewald, Lund

Total Ayes: 8 Total Nays: 18
Motion defeated.

A motion was made by Supervisor Sieber and seconded by Supervisor Campbell **“to refer back to Public Safety Committee.”** Vote taken. Roll Call #10k(2)

Ayes: Sieber, De Wane, Hoyer, Gruszynski, Evans, Landwehr, La Violette, Katers, Jamir, Robinson, Campbell, Fewell

Nays: Nicholson, Haefs, Erickson, Zima, Kaye, Buckley, Dantine, Kaster, Van Dyck, Clancy, Moynihan, Blom, Schadewald, Lund

Total Ayes: 12 Total Nays: 14

Motion defeated.

A motion was made by Supervisor Robinson and seconded by Supervisor Zima **“to add the word ‘recreational’.**” Voice vote taken. Motion carried unanimously with no abstentions.

A motion was made by Supervisor Zima and seconded by Supervisor Erickson **“to adopt the above resolution as amended”**. Vote taken. Roll Call #10k(3):

Ayes: De Wane, Nicholson, Haefs, Erickson, Zima, Evans, Kaye, Landwehr, Dantine, La Violette, Katers, Kaster, Van Dyck, Jamir, Robinson, Clancy, Campbell, Moynihan, Blom, Schadewald, Lund, Fewell

Nays: Sieber, Gruszynski, Buckley

Abstain: Hoyer

Total Ayes: 22 Total Nays: 3 Abstain: 1

Motion Carried.

Approved by: \s\ Troy Streckenbach, County Executive

Date: 05/26/2015

No. 10I -- RESOLUTION RE: BROWN COUNTY CLASSIFICATION SALARY RANGE

TO THE HONORABLE CHAIRMAN AND MEMBERS
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies & Gentlemen:

WHEREAS, Sections 4.45 through 4.48 of the Brown County Code provide for a classification and compensation plan for Brown County employees; and

WHEREAS, the current classification and compensation plan was implemented in 2001. In 2002, the step increases in the plan were frozen; and

WHEREAS, since the implementation of the plan, there have been differences in annual adjustments between represented positions and non-represented positions, creating compensation inequities and compression issues; and

WHEREAS, Human Resources completed a comparison of all county positions with market and/or other comparable county positions ensuring internal and external equity; and

WHEREAS, Human Resources has reviewed the job duties of all positions and placed them into specific classification specifications; and

WHEREAS, as an initial step to pay market rate, Human Resources recommends adopting the attached Brown County Classification Salary Range.

NOW, THEREFORE, BE IT RESOLVED, by the Brown County Board of Supervisors that the attached Brown County Classification Salary Range be approved effective May 1, 2015.

BE IT FURTHER RESOLVED that the current department budget will not be affected by the adoption of this resolution.

Respectfully submitted,
EXECUTIVE COMMITTEE

FISCAL NOTE: This resolution does not require an appropriation from the General Fund. This resolution changes the County's wage compensation plan from steps to a salary range.

Submitted by Human Resources
Approved as to form by Corporation Counsel

A motion was made by Supervisor Van Dyck and seconded by Supervisor Katers **"to adopt."** Voice vote taken. Motion carried unanimously with no abstentions.

Following, a motion was made by Supervisor Kaster and seconded by Supervisor Zima **"to reconsider item #10I, which was stated as 10i in error."** Voice vote taken. Motion carried unanimously with no abstentions.

Following discussion, a motion was made by Supervisor Zima and seconded by Supervisor Nicholson **"to hold for one month."** Voice vote taken. Motion defeated.

A motion was made by Vice Chair Lund and seconded by Supervisor Kates **"to adopt."** Vote taken. Roll Call #10L:

Ayes: Sieber, De Wane, Hoyer, Gruszynski, Erickson, Kaye, Buckley, Landwehr, Dantine, La Violette, Katers, Kaster, Van Dyck, Jamir, Clancy, Moynihan, Blom, Schadewald, Lund Fewell

Nays: Nicholson, Haefs, Zima, Evans, Robinson, Campbell

Total Ayes: 20 Total Nays: 6

Motion Carried

Approved by: \s\ Troy Streckenbach, County Executive Date: 05/26/2015

**ATTACHMENTS TO RESOLUTION #10L ON THE
FOLLOWING PAGES**

BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
BENCHMARK POSITIONS							
1	OPEN	\$90,125	\$112,696	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Administration Director of Human Services	\$83,616	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
3	Airport Director Chief Information Officer Director of Port and Resource Recovery Director of Public Works	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56.21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,618	\$108,739	\$34.85	\$43.57	\$52.25
5	Court Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager Finance Manager Planning Director Psychologist	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48.62
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,099	\$78,373	\$94,048	\$30.14	\$37.66	\$45.22
7	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner Financial Supervisor Network Architect Nursing Supervisor Public Health Supervisor Senior Civil Engineer	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
8	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Clinical Therapist County Conservationist Emergency Management Coordinator Environmental Health & Lab Supervisor Fleet Superintendent Golf Course Superintendent Human Services Manager Museum Director Operations Manager	\$54,228	\$67,785	\$81,342	\$26.07	\$32.58	\$39.11
9	Animals Curator Civil Engineer Economic Services Support Coordinator Environmental Health Sanitarian Highway Operations Superintendent Human Services Supervisor Project Manager Public Health Nurse Registrar in Probate Registered Nurse Risk Specialist Senior Financial Analyst Senior Planner Veteran's Services Officer	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37

10L

BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS						
10	Benefits & Payroll Coordinator	\$46,902	\$58,827	\$70,353	\$22.55	\$28.19	\$33.82
	Business Development Analyst						
	Community Health Educator						
	Electrician (Master)						
	Financial Analyst						
	Internal Auditor						
	Operations and Maintenance Supervisor						
	Purchasing Specialist						
11	Building Services Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26.21	\$31.46
	Child Support Supervisor						
	Clinical Lab Services Supervisor						
	Corrections Corporal						
	Economic Support Supervisor						
	Health Information Services Coordinator						
	Senior Human Resource Generalist						
	Nutritional Services Coordinator						
	Operations Supervisor						
	Planner						
	Property Lister						
	Shelter Care Supervisor						
12	Chief Deputy Clerk	\$40,565	\$50,707	\$60,848	\$19.50	\$24.38	\$29.25
	Conservation Specialist						
	Education Specialist						
	Electrician (Journey)						
	Engineering Technician						
	GIS Specialist						
	Land Use Specialist						
	Maintenance Service Mechanic II						
	Medical Technologist						
	Museum Specialist						
	Programmer						
	Radio Communications Specialist						
	Recreation Therapist						
	Resource Recovery Specialist						
	Social Worker						
	Substance Abuse Counselor						
	Systems Specialist						
	Victim/Witness Coordinator						
13	Airport Operations Officer	\$37,726	\$47,157	\$56,589	\$18.14	\$22.67	\$27.21
	Correctional Officer						
	Court Reporter						
	Data Telecommunications Specialist						
	GIS & Database Analyst						
	Human Resources Generalist						
	Law Clerk						
	Maintenance Service Mechanic I						
	Mechanic						
	Media Technician						
	Network Support Specialist						
	Paralegal						
	Park Services Specialist						
	Property Listing Specialist						
	Telecommunications Operator II						
Zookeeper							
14	Administrative Assistant II	\$35,085	\$43,656	\$52,628	\$16.87	\$21.00	\$25.30
	Certified Occupational Therapist Assistant						
	Department Assistant						
	Emergency Management Specialist						
	Food Service Supervisor						
	Guest Services Coordinator						
	Heavy Equipment Operator						
	Lab Technician						
	Legal Assistant						

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BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

NOT FOR DISTRIBUTION - PRELIMINARY WORK PRODUCT

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS						
	Licensed Practical Nurse						
	Network Support Clerk						
	Payroll Specialist						
	Registered Health Information Tech (RHIT)						
	Telecommunications Operator I						
15	Chief Support Specialist Operations Assistant Victim/Witness Program Assistant	\$32,629	\$40,786	\$48,944	\$15.69	\$19.61	\$23.53
16	Account Clerk Deputy Medical Examiner Economic Support Specialist Fraud Investigator Aide Maintenance Services Associate	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
17	Administrative Assistant I Human Services Support Specialist Youth Care Worker	\$28,221	\$35,276	\$42,331	\$13.57	\$16.96	\$20.35
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
19	Certified Nursing Assistant Cook	\$24,408	\$30,510	\$36,612	\$11.73	\$14.67	\$17.60
20	Administrative Clerk Assistant Zookeeper Building Services Associate	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
21	OPEN	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
22	Bailiff Food Service Associate	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25

Minimum and maximum values are calculated +/- 20% around midpoint
Progression between midpoints: 7%.

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RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD

DATE: 03/31/15
REQUEST TO: Executive Committee
MEETING DATE: 04/06/15
REQUEST FROM: Warren Kraft
Human Resources Director

REQUEST TYPE: ☒ New resolution ☐ Revision to resolution
☐ New ordinance ☐ Revision to ordinance

TITLE: Resolution Regarding Brown County Classification Salary Range

ISSUE/BACKGROUND INFORMATION:

An extensive study took place comparing all county positions with market and/or other comparable county positions ensuring internal and external equity. As a result of this study, all positions were placed into specific classification specifications and the Brown County Classification Salary Range was determined.

ACTION REQUESTED:

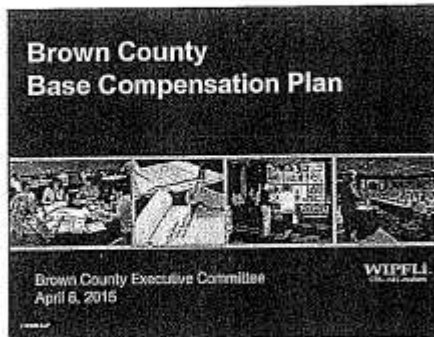
Approval of the Brown County Classification Salary Range as an initial step to pay market rate.

FISCAL IMPACT:

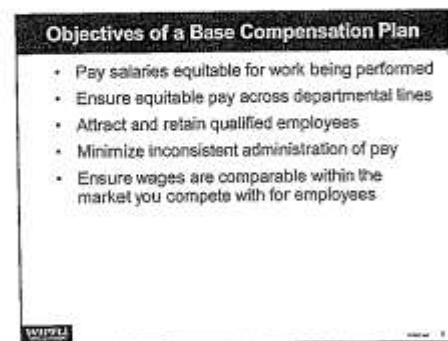
NOTE: *This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.*

6. Is there a fiscal impact? ☐ Yes ☒ No
- a. If yes, what is the amount of the impact?
- b. If part of a bigger project, what is the total amount of the project? \$_____
- c. Is it currently budgeted? ☐ Yes ☐ No
1. If yes, in which account?
2. If no, how will the impact be funded?

☒ **COPY OF RESOLUTION OR ORDINANCE IS ATTACHED**







Process

- Created a County Project Team (Brown County)
- Created Classification Specifications (Project Team)
- Performed an internal equity analysis (Project Team)
- Conducted an external market analysis (Wipfli)
- Designed a salary structure (Wipfli)
- Conducted a comparative ratio analysis (Wipfli)

WIPFLI

Created Classification Specifications (Class Specs)

- Position Description Questionnaires submitted by departments specifying actual duties
- Like positions lumped into same Class Spec
- A point factor evaluation system was applied to each Class Spec which determined internal equity points
- Factors used:
 - Skills – education and experience
 - Responsibilities – scope/level, leadership/administrative, public/customer relations, budget impact, and complexity/impact
 - Effort – physical exertion/environmental hazards

WIPFLI

Internal Equity Analysis

- Conducted an internal equity analysis to determine the relative value of each position to other positions within the County on the basis of compensable factors.
- The internal equity analysis was conducted by the County Project Team for all positions, then reviewed by Wipfli.
- The result of the analysis was a ranking of the Class Specs starting from the position with the top number of points to the position with the bottom number of points.

WIPFLI

External Market Analysis

- An external market analysis determined the market value of each Class Spec by comparing it to published compensation survey data and wage data for comparable counties. (Outagamie, Winnebago and Racine)
- For each benchmark Class Spec, a midpoint was calculated using this survey and other county wage data.
- Used the functions of the Class Spec to match the survey data, not job title.

WIPFLI

10-1

External Market Sample

WIPFLI
The Job Analysis

Bureau of Labor Statistics

Job Title	Job Description	Job Grade	Job Family	Job Function	Job Level	Job Status	Job Type	Job Location	Job Date	Job Source	Job Notes
...

WIPFLI

10-2

Designing the Salary Structure

- The salary structure design was created utilizing the Internal Equity Analysis and External Market Analysis.
- Typically, the External Market Analysis will be the primary consideration for the development and placement of positions within the salary structure.
- The benchmark positions were sorted and grouped by external market value with like midpoints grouped together.

WIPFLI

10-3

Brown County Salary Structure

- The salary structure begins with the top paid position. Subsequent ranges are then developed on the basis of the remaining pay groups.
- Brown County has a 7% progression between midpoints of each pay grade.
- Each pay grade is 20% +/- the midpoint.
- All Class Specs were incorporated into the salary structure.
 - Benchmark positions (67 Class Specs - 989 employees)
 - Slotted positions (77 Class Specs - 309 employees)

WUWILL

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Brown County Salary Structure

- Preliminary salary structure reviewed to determine if the pay groups made sense within the County.
- Considered the Internal Equity Analysis and made any necessary adjustments on the basis of the relative value of the positions within the County.
 - Internal equity is considered if the value of the position internally differs from the external market or if external market data is unavailable.

WUWILL

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Comparative Ratio Analysis

This analysis allows the County to determine where current rates of employee pay fall in relationship to the newly established salary structure midpoints.

- Brown County's average compa-ratio is 102%. This is the average compa-ratio of all Brown County employees.
- Pay grades 1-11 had a compa-ratio of 98%
- Pay grades 12-23 had a compa-ratio of 103%

WUWILL

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**BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES**

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS						
1	OPEN	\$90,125	\$112,656	\$135,187	\$43.33	\$54.16	\$64.99
2	Corporation Counsel Director of Administration Director of Human Services	\$83,816	\$104,770	\$125,724	\$40.30	\$50.37	\$60.44
3	Airport Director Chief Information Officer Director of Port and Resource Recovery Director of Public Works	\$77,949	\$97,436	\$116,923	\$37.48	\$46.84	\$56.21
4	Advanced Practice Nurse Prescriber Director of NEW Zoo and Parks Human Resources Manager Human Services Administrator	\$72,492	\$90,616	\$108,739	\$34.85	\$43.57	\$52.28
5	Court Commissioner Deputy Assistant Corporation Counsel Director of Nursing (Hospital) Director of Public Safety Communications Engineering Services Manager Finance Manager Planning Director Psychologist	\$67,418	\$84,272	\$101,127	\$32.41	\$40.52	\$48.62
6	Director of Public Health Director, Child Support Program Highway Operations Manager	\$62,699	\$78,373	\$94,048	\$30.14	\$37.68	\$45.22
7	Assistant Corporation Counsel Change Management Facilitator Chief Medical Examiner Financial Supervisor Network Architect Nursing Supervisor Principle Planner Public Health Supervisor Senior Civil Engineer	\$58,310	\$72,887	\$87,465	\$28.03	\$35.04	\$42.05
8	Applications Supervisor Assistant Director of Public Safety Communications Building Services Superintendent Clinical Therapist County Conservationist Emergency Management Coordinator Environmental Health & Lab Supervisor Fleet Superintendent Golf Course Superintendent Human Services Manager Museum Director Operations Manager	\$54,228	\$67,785	\$81,342	\$26.07	\$32.59	\$39.11
9	Animals Curator Civil Engineer Economic Services Support Coordinator Environmental Health Sanitarian Highway Operations Superintendent Human Services Supervisor Project Manager Public Health Nurse Register in Probate Registered Nurse Risk Specialist Senior Financial Analyst Senior Planner Veteran's Services Officer	\$50,432	\$63,040	\$75,648	\$24.25	\$30.31	\$36.37

BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES

Pay Grade	Job Title	Minimum	Annual Midpoint	Maximum	Minimum	Hourly Midpoint	Maximum
BENCHMARK POSITIONS							
10	Benefits & Payroll Coordinator Business Development Analyst Community Health Educator Electrician (Master) Financial Analyst Operations and Maintenance Supervisor Purchasing Specialist	\$46,902	\$58,627	\$70,353	\$22.55	\$28.19	\$33.82
11	Building Services Supervisor Child Support Supervisor Clinical Lab Services Supervisor Corrections Corporal Economic Support Supervisor Health Information Services Coordinator Nutritional Services Coordinator Operations Supervisor Planner Senior Human Resource Generalist Shelter Care Supervisor	\$43,619	\$54,523	\$65,428	\$20.97	\$26.21	\$31.46
12	Chief Deputy Clerk Conservation Specialist Education Specialist Electrician (Journey) Engineering Technician Maintenance Service Mechanic II Medical Technologist Museum Specialist Programmer Radio Communications Specialist Recreation Therapist Resource Recovery Specialist Social Worker Substance Abuse Counselor Systems Specialist Telecommunications Operator III Victim/Witness Coordinator	\$40,565	\$50,707	\$60,848	\$19.50	\$24.38	\$29.25
13	Airport Operations Officer Correctional Officer Court Reporter Data Telecommunications Specialist GIS & Database Analyst Human Resources Generalist Law Clerk Maintenance Service Mechanic I Mechanic Media Technician Network Support Specialist Paralegal Park Services Specialist Property Listing Specialist Telecommunications Operator II Zookeeper	\$37,726	\$47,157	\$56,589	\$18.14	\$22.67	\$27.21
14	Administrative Assistant II Certified Occupational Therapist Assistant Department Assistant Emergency Management Specialist Food Service Supervisor Guest Services Coordinator Heavy Equipment Operator Lab Technician Legal Assistant Licensed Practical Nurse Network Support Clerk Payroll Specialist Registered Health Information Tech (RHIT) Telecommunications Operator I	\$35,085	\$43,856	\$52,628	\$16.87	\$21.08	\$25.30
15	Child Support Specialist	\$32,629	\$40,786	\$48,944	\$15.69	\$19.61	\$23.53

**BROWN COUNTY CLASSIFICATION SALARY RANGE
2015 SALARY RANGES**

Pay Grade	Job Title	Annual			Hourly		
		Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
	BENCHMARK POSITIONS						
	Operations Assistant Victim/Witness Program Assistant						
16	Account Clerk Deputy Medical Examiner Economic Support Specialist Fraud Investigator Aide Maintenance Services Associate	\$30,345	\$37,931	\$45,518	\$14.59	\$18.24	\$21.88
17	Administrative Assistant I Human Services Support Specialist Youth Care Worker	\$28,221	\$35,278	\$42,331	\$13.57	\$16.96	\$20.35
18	Open	\$26,245	\$32,807	\$39,368	\$12.62	\$15.77	\$18.93
19	Administrative Clerk Certified Nursing Assistant Cook	\$24,408	\$30,510	\$36,612	\$11.73	\$14.87	\$17.60
20	Assistant Zookeeper Building Services Associate	\$22,700	\$28,375	\$34,050	\$10.91	\$13.64	\$16.37
21	OPEN	\$21,111	\$26,388	\$31,666	\$10.15	\$12.69	\$15.22
22	Bailiff Food Service Associate	\$19,633	\$24,541	\$29,449	\$9.44	\$11.80	\$14.16
23	Husbandry Assistant	\$18,259	\$22,823	\$27,388	\$8.78	\$10.97	\$13.17
24	Guest Services Associate	\$16,981	\$21,226	\$25,471	\$8.16	\$10.20	\$12.25

Minimum and maximum values are calculated +/- 20% around midpoint
Progression between midpoints: 7%

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BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS (65th PERCENTILE BENCHMARK POSITIONS (2-13-2015))

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
1	OPEN		\$46.04	\$54.16	\$64.88				
2	Corporation Counsel	Corporation Counsel	\$40.30	\$50.37	\$60.44	102%			3
	Director of Administration	Administration	\$40.30	\$50.37	\$60.44	95%			3
	Director of Human Services	Human Services	\$40.30	\$50.37	\$60.44	102%			3
3	Airport Director	Airport	\$37.48	\$46.84	\$56.21	86%			1
	Chief Information Officer	Technology Services	\$37.48	\$46.84	\$56.21	102%			3
	Director of Port and Resource Recovery	Port & Resource Recovery	\$37.48	\$46.84	\$56.21	94%			2
	Director of Public Works	Public Works	\$37.48	\$46.84	\$56.21	104%			3
4	Advanced Practice Nurse Prescriber	Human Services	\$34.85	\$43.57	\$52.28	108%			4
	Advanced Practice Nurse Prescriber	Human Services	\$34.85	\$43.57	\$52.28				2
	Director of NEW Zoo and Parks	NEW Zoo & Parks	\$34.85	\$43.57	\$52.28	90%			2
	Human Resources Manager	Human Resources	\$34.85	\$43.57	\$52.28	90%			2
	Human Services Administrator	Human Services	\$34.85	\$43.57	\$52.28	94%			4
5	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			3
	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	100%			3
	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	92%			2
	Court Commissioner	Circuit Courts	\$32.41	\$40.52	\$48.62	88%			1
	Deputy Assistant Corporation Counsel	Corporation Counsel	\$32.41	\$40.52	\$48.62	83%			1
	Director of Nursing (Hospital)	Human Services	\$32.41	\$40.52	\$48.62	88%			1
	Director of Public Safety Communications	Public Safety Communications	\$32.41	\$40.52	\$48.62	105%			1
	Engineering Services Manager	Public Works	\$32.41	\$40.52	\$48.62	92%			4
	Financial Manager	Administration	\$32.41	\$40.52	\$48.62	100%			2
	Planning Director	Planning	\$32.41	\$40.52	\$48.62	103%			3
	Psychologist	Human Services	\$32.41	\$40.52	\$48.62	103%			3
6	Director of Public Health	Health	\$30.14	\$37.68	\$45.22	103%			3
	Director, Child Support Program	Child Support	\$30.14	\$37.68	\$45.22	86%			1
	Highway Operations Manager	Public Works	\$30.14	\$37.68	\$45.22	99%			3
7	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	102%			3
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	102%			3
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	90%			2
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	88%			1
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	88%			1
	Assistant Corporation Counsel	Corporation Counsel	\$28.03	\$35.04	\$42.05	88%			1
	Charge Management Executive	Human Resources	\$28.03	\$35.04	\$42.05				1
	Chief Medical Examiner	Medical Examiner	\$28.03	\$35.04	\$42.05	95%			2
	Medical Examiner	Administration	\$28.03	\$35.04	\$42.05	106%			3
	Network Architect	Technology Services	\$28.03	\$35.04	\$42.05	97%			2
	Nursing Supervisor	Human Services	\$28.03	\$35.04	\$42.05	101%			3
	Nursing Supervisor	Human Services	\$28.03	\$35.04	\$42.05	101%			3
	Public Health Supervisor	Health	\$28.03	\$35.04	\$42.05				3
	Public Health Supervisor	Health	\$28.03	\$35.04	\$42.05	90%			2
	Principal Planner	Planning	\$28.03	\$35.04	\$42.05	101%			3
	Principal Planner	Planning	\$28.03	\$35.04	\$42.05	87%			1
	Senior Civil Engineer	Public Works	\$28.03	\$35.04	\$42.05	95%			2
	Senior Civil Engineer	Public Works	\$28.03	\$35.04	\$42.05	87%			1
8	Applications Supervisor	Technology Services	\$26.07	\$32.59	\$39.11	110%			4
	Assistant Director of Public Safety Communications	Public Safety Communications	\$26.07	\$32.59	\$39.11	107%			4
	Building Services Superintendent	Public Works	\$26.07	\$32.59	\$39.11	107%			4
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	96%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	86%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	80%			2
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	86%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	86%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	86%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	82%			2
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	85%			2
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	100%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	85%			1
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Human Services	\$26.07	\$32.59	\$39.11	101%			3
	Clinical Therapist	Land and Water Con	\$26.07	\$32.59	\$39.11	105%			4

February 2015

Prepared by Wright LLP and County Project Team

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BELOW COUNTY

Pay Range	Job Title	Dept.	Min	Mid Point	Max	Comp Ratio*	Comment	Impact of Financial Adjustment	Quantity
RECREATION POSITIONS									
	Emergency Management Coordinator	Public Safety Communications	\$26.07	\$32.59	\$39.11	89%			2
	Environmental Health & Lab Supervisor	Health	\$26.07	\$32.59	\$39.11	99%			3
	Fleet Superintendent	Public Works	\$26.07	\$32.59	\$39.11				
	Golf Course Superintendent	Golf Course	\$26.07	\$32.69	\$39.11	89%			3
	Human Services Manager	Human Services	\$26.07	\$32.59	\$39.11	105%			4
	Human Services Manager	Human Services	\$26.07	\$32.69	\$39.11	104%			3
	Human Services Manager	Human Services	\$26.07	\$32.59	\$39.11	113%			4
	Human Services Manager	Human Services	\$26.07	\$32.59	\$39.11	105%			4
	Museum Director	Museum	\$26.07	\$32.59	\$39.11	105%			4
	Operations Manager	NEW Zoo & Parks	\$26.07	\$32.59	\$39.11	105%			2
	Operations Manager	Port & Resource Recovery	\$26.07	\$32.59	\$39.11	99%			3
	Operations Manager	Airport	\$26.07	\$32.59	\$39.11	104%			3
9	Animals Curator	NEW Zoo & Parks	\$24.25	\$30.31	\$36.37	84%			1
	Civil Engineer	Public Works	\$24.25	\$30.31	\$36.37	79%	below minimum	\$675	0
	Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	81%			1
	Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	81%			1
	Civil Engineer	Land and Water Con	\$24.25	\$30.31	\$36.37	98%			2
	Executive Services Support Technician	Human Services	\$24.25	\$30.31	\$36.37	100%			3
	Environmental Health Technician	Health	\$24.25	\$30.31	\$36.37	99%			3
	Environmental Health Technician	Health	\$24.25	\$30.31	\$36.37	99%			3
	Environmental Health Technician	Health	\$24.25	\$30.31	\$36.37	99%			3
	Environmental Health Technician	Health	\$24.25	\$30.31	\$36.37	99%			3
	Environmental Health Technician	Health	\$24.25	\$30.31	\$36.37	98%			3
	Environmental Health Technician	Health	\$24.25	\$30.31	\$36.37	98%			3
	Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$36.37	107%			4
	Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$36.37	107%			4
	Highway Operations Superintendent	Public Works	\$24.25	\$30.31	\$36.37	107%			4
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	110%			4
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37				
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	100%			4
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	110%			4
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	100%			3
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	100%			3
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	101%			3
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	101%			3
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37	104%			3
	Human Services Supervisor	Human Services	\$24.25	\$30.31	\$36.37				
	Project Manager	Technology Services	\$24.25	\$30.31	\$36.37	126%	at or above maximum		6
	Project Manager	Technology Services	\$24.25	\$30.31	\$36.37	105%			3
	Project Manager	Technology Services	\$24.25	\$30.31	\$36.37				
	Project Manager	Administration	\$24.25	\$30.31	\$36.37	102%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	101%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	99%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	100%			3
	Park Health Nurse	Health	\$24.25	\$30.31	\$36.37	107%			4
	Register in Probate	Circuit Courts	\$24.25	\$30.31	\$36.37	91%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	98%			3
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	98%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	98%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	91%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	85%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	96%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	94%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	85%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	85%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	81%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	81%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	81%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	88%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	85%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	91%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	91%			2
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	84%			1
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37				
	Registered Nurse	Human Services	\$24.25	\$30.31	\$36.37	85%			1

Impact of

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BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2.13.2015)

[illegible]

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS BY 90th PERCENTILE BENCHMARK POSITIONS (2.13.2015)[illegible]

EROWA COUNTY
SALARY SCHEDULE RAIL ANALYSIS @ 50TH PERCENTILE BENCHMARK POSITIONS (7-11-2013)

[illegible]

2015 COMPARATIVE RATIO ANALYSIS TO 50th PERCENTILE BENCHMARK POSITIONS (2/13/2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
14	Administrative Assistant I	Administration	\$16.87	\$21.08	\$25.30	101%			3
	Administrative Assistant I	Airport	\$16.87	\$21.08	\$25.30	110%			4
	Administrative Assistant I	Board Office	\$16.87	\$21.08	\$25.30	88%			1
	Administrative Assistant I	Child Support	\$16.87	\$21.08	\$25.30	96%			2
	Administrative Assistant I	Child Support	\$16.87	\$21.08	\$25.30	95%			2
	Administrative Assistant I	Child Support	\$16.87	\$21.08	\$25.30				
	Administrative Assistant I	Child Support	\$16.87	\$21.08	\$25.30	89%			1
	Administrative Assistant I	Human Resources	\$16.87	\$21.08	\$25.30	111%			4
	Administrative Assistant I	County Clerk	\$16.87	\$21.08	\$25.30	98%			3
	Administrative Assistant I	County Clerk	\$16.87	\$21.08	\$25.30	96%			2
	Administrative Assistant I	Executive	\$16.87	\$21.08	\$25.30	90%			2
	Administrative Assistant I	Human Services	\$16.87	\$21.08	\$25.30	96%			2
	Administrative Assistant I	Human Services	\$16.87	\$21.08	\$25.30	85%			1
	Administrative Assistant I	Human Services	\$16.87	\$21.08	\$25.30	96%			1
	Administrative Assistant I	Human Services	\$16.87	\$21.08	\$25.30	115%			5
	Administrative Assistant I	Human Services	\$16.87	\$21.08	\$25.30	80%	below minimum	\$115	0
	Administrative Assistant I	Human Services	\$16.87	\$21.08	\$25.30	89%			2
	Administrative Assistant I	Human Services	\$16.87	\$21.08	\$25.30	89%			1
	Administrative Assistant I	Human Services	\$16.87	\$21.08	\$25.30	90%			2
	Administrative Assistant I	NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	90%			1
	Administrative Assistant I	Planning	\$16.87	\$21.08	\$25.30				
	Administrative Assistant I	Sheriff	\$16.87	\$21.08	\$25.30	93%			2
	Administrative Assistant I	Sheriff	\$16.87	\$21.08	\$25.30	85%			1
	Administrative Assistant I	Sheriff	\$16.87	\$21.08	\$25.30	82%			1
	Administrative Assistant I	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant I	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant I	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant I	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant I	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant I	Sheriff	\$16.87	\$21.08	\$25.30	82%			1
	Administrative Assistant I	Sheriff	\$16.87	\$21.08	\$25.30	83%			1
	Administrative Assistant I	Technology Services	\$16.87	\$21.08	\$25.30	98%			3
	Administrative Assistant I	Veterans Office	\$16.87	\$21.08	\$25.30	96%			2
	Conflict Resolution Therapist Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			1
	Conflict Resolution Therapist Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			1
	Conflict Resolution Therapist Assistant	Human Services	\$16.87	\$21.08	\$25.30	88%			1
	Department Assistant	NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	90%			1
	Department Assistant	Public Works	\$16.87	\$21.08	\$25.30	84%			1
	Department Assistant	Public Safety Communications	\$16.87	\$21.08	\$25.30				
	Department Assistant	Human Services	\$16.87	\$21.08	\$25.30	85%			1
	Department Assistant	Planning	\$16.87	\$21.08	\$25.30				
	Department Assistant	Corporation Counsel	\$16.87	\$21.08	\$25.30	96%			2
	Department Assistant	Sheriff	\$16.87	\$21.08	\$25.30	100%			3
	Department Assistant	Health	\$16.87	\$21.08	\$25.30	100%			3
	Department Assistant	Airport	\$16.87	\$21.08	\$25.30	121%	at or above minimum		6
	Emergency Management Specialist	Public Safety Communications	\$16.87	\$21.08	\$25.30	93%			2
	Food Service Supervisor	Human Services	\$16.87	\$21.08	\$25.30	119%			5
	Garage Services Coordinator	NEW Zoo & Parks	\$16.87	\$21.08	\$25.30	84%			1
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	110%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	106%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	106%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30	108%			4
	Heavy Equipment Operator	Public Works	\$16.87	\$21.08	\$25.30				

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100% (100%)

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 100th PERCENTILE BENCHMARK POSITIONS (12.13.2015)

February 1978

2015 COMPARATIVE RATIO ANALYSIS P/E RATIO PERCENTAGE DETOURMENT FROM THE MARKET

[illegible]

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS TO 50TH PERCENTILE BENCHMARK POSITIONS (2/13/2015)

Pay Range	Job Title	Dept.	Min	Mid Point	Max	Compa Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	82%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	82%			2
	Maintenance Services Associate	Port & Resource Recovery	\$14.59	\$18.24	\$21.88	84%			1
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	100%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	96%			2
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	97%			3
	Maintenance Services Associate	Public Works	\$14.59	\$18.24	\$21.88	88%			3
	Fraud Investigator Aide	Human Services	\$14.59	\$18.24	\$21.88	105%			3
	Fraud Investigator Aide	Human Services	\$14.59	\$18.24	\$21.88	107%			4
17	Administrative Assistant I	Administration	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Airport	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Board Office	\$13.57	\$16.96	\$20.35	91%			2
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	96%			2
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	96%			3
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	79%	below minimum	\$400	0
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	79%	below minimum	\$400	0
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	75%	below minimum	\$1,666	0
	Administrative Assistant I	Child Support	\$13.57	\$16.96	\$20.35	71%	below minimum	\$3,280	0
	Administrative Assistant I	Circuit Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	94%			2
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	92%			2
	Administrative Assistant I	Clerk of Courts	\$13.57	\$16.96	\$20.35	79%	below minimum	\$195	0
	Administrative Assistant I	County Clerk	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant I	District Attorney	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	District Attorney	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	District Attorney	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	99%			3
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	95%			2
	Administrative Assistant I	Health	\$13.57	\$16.96	\$20.35	88%			1
	Administrative Assistant I	Human Resources	\$13.57	\$16.96	\$20.35	117%	approaching maximum		5
	Administrative Assistant I	Human Resources	\$13.57	\$16.96	\$20.35	110%			4
	Administrative Assistant I	Human Resources	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	102%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	102%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	79%	below minimum	\$427	0
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	97%			2
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			2
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	87%			1
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	87%			1
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	105%			5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35	119%	approaching maximum		5
	Administrative Assistant I	Human Services	\$13.57	\$16.96	\$20.35				

February 2015

Prepared by Matt L.F. and County Payroll Team

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BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS \$3,500 PERCENTILE BENCHMARK POSITIONS (2.3.2015)

Pay Range	Job Title	Dept	Min	Mid Point	Max	Compa Ratio	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	108%			4
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	71%	below minimum	\$3,280	0
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	97%			2
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	94%			2
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35				
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	109%			4
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant	Public Works	\$13.57	\$16.96	\$20.35	88%			1
	Administrative Assistant	Medical Examiner	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant	Museum	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant	Planning	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant	Planning	\$13.57	\$16.96	\$20.35				
	Administrative Assistant	Port & Resource Recovery	\$13.57	\$16.96	\$20.35				
	Administrative Assistant	Register of Deeds	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Register of Deeds	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant	Register of Deeds	\$13.57	\$16.96	\$20.35	98%			3
	Administrative Assistant	Register of Deeds	\$13.57	\$16.96	\$20.35	95%			2
	Administrative Assistant	Register of Deeds	\$13.57	\$16.96	\$20.35	120%			5
	Administrative Assistant	Register of Deeds	\$13.57	\$16.96	\$20.35	110%			4
	Administrative Assistant	Register of Deeds	\$13.57	\$16.96	\$20.35	106%			4
	Administrative Assistant	Sheriff	\$13.57	\$16.96	\$20.35	96%			3
	Administrative Assistant	Sheriff	\$13.57	\$16.96	\$20.35	104%			3
	Administrative Assistant	Sheriff	\$13.57	\$16.96	\$20.35	105%			4
	Administrative Assistant	Sheriff	\$13.57	\$16.96	\$20.35	105%			4
	Administrative Assistant	Sheriff	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant	Technology Services	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	Technology Services	\$13.57	\$16.96	\$20.35	88%			1
	Administrative Assistant	Treasurer Office	\$13.57	\$16.96	\$20.35	114%			5
	Administrative Assistant	UW Extension	\$13.57	\$16.96	\$20.35	108%			4
	Administrative Assistant	UW Extension	\$13.57	\$16.96	\$20.35	105%			3
	Administrative Assistant	UW Extension	\$13.57	\$16.96	\$20.35	103%			3
	Administrative Assistant	UW Extension	\$13.57	\$16.96	\$20.35	94%			2
	Administrative Assistant	UW Extension	\$13.57	\$16.96	\$20.35	100%			3
	Administrative Assistant	Veterans Office	\$13.57	\$16.96	\$20.35	101%			3
	Administrative Assistant	Veterans Office	\$13.57	\$16.96	\$20.35	101%			3
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35	102%			3
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35				
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Human Services Support Specialist	Human Services	\$13.57	\$16.96	\$20.35	104%			3
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35				
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35				
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	112%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	118%	approaching maximum		5
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4
	Youth Care Worker	Human Services	\$13.57	\$16.96	\$20.35	107%			4

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 20th PERCENTILE BENCHMARK POSITIONS (2-13-2016)

[illegible]

[illegible]

BROWN COUNTY
2015 COMPARATIVE RATIO ANALYSIS @ 50th PERCENTILE BENCHMARK POSITIONS (2/13/2015)

Pay Range	Job Title	Dept	Min	Mid	Max	Comp Ratio*	Comment	Impact of Financial Adjustment	Quintile
BENCHMARK POSITIONS									
21	OPEN		\$10.15	\$12.88	\$15.22				
22	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	114%			5
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	115%			5
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	140%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	151%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	151%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	96%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	140%	at or above maximum		6
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16				
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16				
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	115%			5
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	95%			2
	Food Service Associate	Human Services	\$9.44	\$11.80	\$14.16	126%	at or above maximum		6
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
	Balliff	Circuit Courts	\$9.44	\$11.80	\$14.16	79%	below minimum	\$20	0
23	Husbandry Assistant	NEW Zoo & Parks	\$8.78	\$10.97	\$13.17	75%	below minimum	\$1,102	0
	Husbandry Assistant	NEW Zoo & Parks	\$8.78	\$10.97	\$13.17	75%	below minimum	\$838	0
	Husbandry Assistant	NEW Zoo & Parks	\$8.78	\$10.97	\$13.17	75%	below minimum	\$838	0
	Husbandry Assistant	NEW Zoo & Parks	\$8.78	\$10.97	\$13.17	75%	below minimum	\$838	0
24	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	100%			3
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	100%			3
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	97%			3
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	97%			3
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	97%			3
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	97%			3
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	80%			3
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25				3
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	77%	below minimum	\$84	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
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	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
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	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
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	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.16	\$10.20	\$12.25	71%	below minimum	\$292	0
	Guest Services Associate	NEW Zoo & Parks	\$8.1						

BROWN COUNTY
IMPACT OF MERIT INCREASE DECISIONS WORKSHEET (2.13.2015)

Example

TARGET DATE FOR CONSIDERATION AND IMPLEMENTATION 2016

Cell Contribution Payout = $P \times C \times G$

P = Proportion in performance rating category*

C = Proportion in position-in-range category as a result of the comparative ratio analysis**

G = Guideline percent increase in pay***

Performance Matrix
 Calculation Model

Performance Rating		Position-in-Range (Counts)***				
		1st (80-88%)	2nd (89-96%)	3rd (97-104%)	4th (105-113%)	5th (114-120%+)
Substantially Above Expectations	0.05	0.15	0.21	0.29	0.19	0.15
		4.50	4.00	3.50	3.00	2.00
Above Expectations	0.15	0.033	0.043	0.051	0.028	0.016
		4.00	3.50	3.00	2.50	2.00
Meets Expectations	0.70	0.060	0.112	0.130	0.070	0.048
		3.50	3.00	2.50	2.00	1.50
Below Expectations	0.05	0.357	0.450	0.506	0.263	0.172
		0.00	0.00	0.00	0.00	0.00
Substantially Below Expectations	0.05	0.000	0.000	0.000	0.000	0.000
		0.00	0.00	0.00	0.00	0.00
	1.00	0.000	0.000	0.000	0.000	0.000
Cell Total:		0.478	0.605	0.657	0.361	0.237

* 0.01 Blue = P
 Red = C
 Green = G
 Black = cell payout (P x C x G)

Total percentage impact to payroll:

2.367

*The performance rating distributions are reflective of a typical distribution that will need to be adjusted to reflect the County's actual distributions each year.

**The position-in-range distributions reflect the current distributions as of the date of this report. These distributions were determined by using the comparative ratio analysis worksheet. This analysis will need to be adjusted each year to reflect position-in-range placement as pay changes occur.

***The County will need to adjust the numbers each year to align with compensation goals and budgetary considerations.

PLEASE NOTE: The figures outlined in the table above are not a recommendation, but rather an illustration as to how the worksheet can be used.

February 2015

Prepared by Wipfl LLP

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No. 11a-11g were removed from the agenda

No. 11 -- CLOSED SESSION. No Closed Session.

No. 11h -- Discussion and possible action with regard to HIPPA Privacy Rules as relates to Medical Examiner's Office.

A motion was made by Supervisor Landwehr and seconded by Supervisor La Violette "to receive and place on file." Voice vote taken. Motion carried unanimously with no abstentions.

No. 11i -- Open Session: Discussion and possible action regarding consideration of personnel issues and investigation of problems which have arisen in the Medical Examiner's Department.

A motion was made by Vice Chair Lund and seconded by Supervisor Campbell "to refer back to Public Safety Committee." Voice vote taken. Motion carried with no abstentions.

No. 12 -- SUCH OTHER MATTERS AS AUTHORIZED BY LAW.

Late Communication:

No. 12a -- FROM SUPERVISOR ZIMA RE: PLACE A PLAQUE OR MONUMENT AT THE FAIRGROUNDS TO HONOR DICK KOLTZ.

Refer to Education & Recreation Committee.

No. 13-- BILLS OVER \$5,000 FOR PERIOD ENDING APRIL 30, 2015

A motion was made by Supervisor Clancy and seconded by Supervisor Hoyer "to pay the bills for the period ending April 30, 2015". Voice vote taken. Motion carried unanimously with no abstentions.

No. 14 -- CLOSING ROLL CALL

Present: Sieber, De Wane, Nicholson, Hoyer, Gruszynski, Haefs, Erickson, Zima, Evans, Kaye, Buckley, Landwehr, Dantine, La Violette, Katers, Kaster, Van Dyck, Jamir, Robinson, Clancy, Campbell, Moynihan, Blom, Schadewald, Lund, Fewell

Total Present: 26

No. 15 -- ADJOURNMENT TO WEDNESDAY, JUNE 17, 2015, AT 7:00 P.M., LEGISLATIVE ROOM #203, CITY HALL, 100 NORTH JEFFERSON STREET, GREEN BAY, WISCONSIN

A motion was made by Supervisor Nicholson and seconded by Supervisor De Wane "to adjourn to the above date and time". Voice vote taken. Motion carried unanimously with no abstentions.

Meeting adjourned at 11:15 p.m.

/s/ Sandra L. Juno
SANDRA L. JUNO
Brown County Clerk